

THE WOMEN'S LIBERATION COLLECTIVE

England & Wales · Charity number 1184411

Details

Other names The Women's Liberation Collective (Own My Life)

Status Registered

Legal form CIO

Registered 2019-07-15

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

Contact

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Stanfield Business Centre
Addison Street
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Website <https://www.ownmylifecourse.org/wlc>

Activities

Objects: TO PRESERVE AND PROTECT THE HEALTH OF WOMEN AND RELIEVE THE DISTRESS AND PSYCHOLOGICAL, EMOTIONAL AND PHYSICAL SUFFERING EXPERIENCED AS A RESULT OF VIOLENCE AGAINST WOMEN IN PARTICULAR BY, BUT NOT LIMITED TO, THE PROVISION OF TRAINING AND EDUCATION THAT ULTIMATELY EQUIPS WOMEN AND THEIR FAMILIES TO RECOGNISE AND ADDRESS THE CAUSES OF VIOLENCE IN ORDER FOR THEM TO IDENTIFY EFFECTIVE REMEDIES TO OVERCOME SUCH ABUSE.

Activities: Own My Life, the operating name of the charity, is an innovative, creative and educational resource supporting women and girls in regaining ownership of their lives when they have been subjected to abuse or violence.

Classification

- **How:** Provides Services, Provides Advocacy/advice/information, Acts As An Umbrella Or Resource Body
- **What:** Education/training, Disability, Human Rights/religious Or Racial Harmony/equality Or Diversity
- **Who:** Children/young People, Elderly/old People, Other Charities Or Voluntary Bodies, Other Defined Groups, The General Public/mankind

Geography

- Ireland
- Isle Of Man
- Northern Ireland
- Scotland
- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£194,879	£158,472	-	-
2024-03-31	£152,344	£138,481	-	-
2023-03-31	£118,958	£129,425	-	-
2022-04-05	£132,756	£95,310	-	-
2021-04-05	£98,563	£86,740	-	-

Trustees

Name	Role	Appointed
Ebunoluwa Temitope Babarinde		2023-07-20
Janet Bostock		2025-10-09
Sadia Masud		2020-09-09
Sarah Jane Conn		2025-03-27
Sarah Janes Learmonth		2023-04-27
Viranjit Wiltshire		2025-07-03

THE WOMEN-S LIBERATION COLLECTIVE

England & Wales - Charity number 1184411

Accounts



ANNUAL
REPORT

Registered Charity
1184411

For the period ending 31st March 2025

www.ownmylifecourse.com/wlc

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WELCOME

Chairwoman's Report

Welcome to our annual report for April 2024 - March 2025. This is my second year as Chairwoman of The Women's Liberation Collective and, as with previous years, it has been a joy to complete so many of our 2024/25 goals:

PRIORITY 1: STRENGTHEN ORGANISATIONAL AND TEAM SYSTEMS

- ★ At our AGM in October 2024, we said goodbye to Trustees Louise Tullin and Henu Cummins and have been grateful for all their work. In March 2025, we welcomed Sarah Conn to our Board. As an experienced senior business development and sales professional, we are delighted to benefit from Sarah's expertise.
- ★ Alongside building our trustee relationships through our Charity weekend away in October 2024 and cheering on Trustee Louise Tullin as she completed the London Classics (the London Marathon, Swim Serpentine and Ride London), our Trustee Board continues to maintain a bi-annual policy review schedule focussed on retaining high operational and ethical standards.
- ★ We have streamlined our file storage systems and, in line with best practice, we have developed four new policies: 1) Serious Incidents, 2) Bullying, 3) Technology and 4) Social Media, and we redeveloped our Complaints Policy to align with the Own My Life Expectations of Sisterhood.
- ★ We have been grateful for the financial oversight of our wonderful Treasurer Ebum Babarinde, who has helped us fine-tune our financial policies and processes throughout the last year.

PRIORITY 2: STRONGER NETWORKS

- ★ We delivered 10 training events (the same as in 2023/24), this included practitioners from 42 new organisations attending our training; 18 of these organisations are now running courses that women can access.
- ★ Our CEO Natalie and volunteer Relationships Lead Victoria travelled to Plymouth to meet with Own My Life organisation Trevi, who shared the many ways Own My Life is proving transformational for women. The highlight of this was meeting women who credit Own My Life with changing their lives in innumerable ways. Natalie also had the opportunity to thank the Sir Halley Stewart Trust, at the 100th Birthday celebrations, for their initial investment in Own My Life, which led to the founding of our charity. We also took part in the Trauma Summit that took place in Northern Ireland in September 2024.
- ★ We were referenced in Tim Woodhouse's research into suicide prevention in situations where there is a domestic abuse perpetrator, and we are keen to advocate for domestic abuse responses to be hopeful and joy-filled in order to reduce the number of women who see suicide as their own escape from the abuser or the impact her has had on her.

PRIORITY 3: INTERNAL AND EXTERNAL COMMUNICATIONS

- ★ With funding from the People's Postcode Lottery we were able to develop a free Counter-Parenting video resource pack to help women make sense of the ways their partner or ex may use their children to control and harm them.
- ★ We developed a Brand Book, Comms Pack and full Communication Strategy to ensure our work makes the greatest impact possible.
- ★ We have had great opportunities to spread Own My Life joy across different media platforms over the last year, including: podcasts (Real World HR, PIVOT Leadership, and Fearne Cotton's Happy Place), TV (BBC Politics North), Radio (BBC Jersey Radio), and newspaper (the Metro and Scotland on Sunday).

PRIORITY 4: EXPAND REACH

- ★ We are incredibly grateful that Own My Life facilitator Victoria Mason, an absolute powerhouse, has been donating her time to work with us. As our Relationships Lead, Victoria has been instrumental in expanding our reach. Through Victoria's tireless work we have achieved the following:
 - ➡ Working with Detective Sergeant Viran Wiltshire and Sergeant Sam Ryan to see Own My Life delivered to female police officers and staff in the Met Police, as part of their HEAL DA initiative. The interest from other forces in developing similar projects continues to grow.
 - ➡ A strategic trip to Belfast to build connections with brilliant individuals and organisations in Northern Ireland. This culminated in the first Own My Life course being delivered in Northern Ireland, in partnership with wonderful domestic abuse service, North Down and Ards Women's Aid.
- ★ We are so excited that Own My Life has been piloted with women with learning disabilities and/or autism, through Scottish organisation Central Advocacy Partnership in the Forth Valley. Their Own My Life facilitator Helen Heppenstall shared that the difference made to course participants was remarkable. They have recently secured funding to work with us to produce an easy-read version of our Own My Story journal specifically for woman with learning difficulties who attend the course.

- ★ We secured funding from the Community Foundation in north east England to develop our internal translation process for OML videos and journals. This formed the foundation of our current work to develop a full Polish translation of our materials, which is due to be completed in Autumn 2025.
- ★ We participated in events in Ireland, the Isle of Man and England, with our CEO Natalie presenting at each event. As part of the Isle of Man event, we launched a Manx version of our Women's Rights Timeline video resource, which is being utilised by various organisations on the Isle of Man.
- ★ In 2023/24, were a key partner in the Tina's Haven project. The evaluation for this was published in April 2025, and shows the profound power of Own My Life for women in a mixed-sex addiction recovery context, particularly alongside arts and nature based therapy.
- ★ Own My Life Employability was successful piloted with 15 organisations, funded by the National Lottery's Community Fund. The results showed the potential of our work for an employability context. We are keen to secure funding to redevelop the course based on feedback from pilot participants and facilitators.
- ★ We have moved to a bigger office, which provides opportunities to expand our work.

Alongside these brilliant achievements, we have also:

- ★ Developed new referral and intake forms for Own My Life facilitators.
- ★ Had our first US participant, who committed to join the training on our time zone!
- ★ Increased our team:
 - ➡ Experienced online Own My Life facilitator, Louise Bryant, now delivers our Zoom Coaching sessions to facilitators with skill, patience and in sisterhood.
 - ➡ PhD student and retired Police officer, Lyndsey Vaughton, ensures any Expectations of Sisterhood issues are investigated and that all involved are supported to ensure that Own My Life can make the biggest difference to women's lives.
 - ➡ Leadership expert Emma Chandler has been working with us to explore opportunities to build resources for women in the workplace.

Many of our achievements in this reporting period were only possible due to the skill and commitment of our Development Lead, Jo Costello. In March 2025, Jo moved on to a new role at Rape Crisis England and Wales. We remain forever grateful for her work and commitment to enabling women to own their lives.

I have loved chairing the charity this year, seeing the difference we are making to women and the organisations who support them. Over the next year, we will see Polish and easy-read translations of our materials, our online e-Hub available in a format that does not require Internet access, an Own My Life pilot with women in prison, an Own My Life podcast, and much more! As always, our priority is to ensure that as many women as possible are enabled to own their lives. This is why we exist and it is a joy to be able to see so much progress over the last year.



Sarah Learmonth, Chairwoman | 19th September 2025

CEO REFLECTIONS

CEO's Report

What a year 2024/25 has been! We have trained 184 practitioners to deliver Own My Life. This includes 42 new organisations, 18 of which are now running Own My Life courses. That's eighteen new places where women can be supported to own their lives.

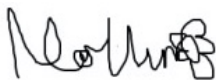
I enjoyed travelling to Newcastle, Belfast, Plymouth, the Isle of Man, County Kerry and to the Lake District to spread the word about Own My Life. Victoria Mason and I were joined by Tina Pearmine in our exploratory trip to build relationships in Belfast. It was precious as each of them shared with strategic individuals in Northern Ireland the ways that Own My Life had transformed their work as a "Complex Needs" IDVA and as a Police Officer, and the difference Own My Life has made to the women and young people they have worked with. Their advocacy was instrumental in seeing the first Own My Life course run with women in Northern Ireland.

It was magnificent to see Own My Life Employability delivered to fifteen groups of women across the UK and I remain committed to securing funding so that we can redevelop the course based on feedback from facilitators and course participants. I am so grateful to the organisations, their staff and the women who joined the courses for their open-hearted participation in the course.

I am overjoyed that Own My Life worked so brilliantly with women with learning disabilities and/or Autism! We are learning that Own My Life is particularly beneficial to women who are often failed by other resources, and so to learn from the women and their facilitator that Own My Life was life changing for the group has been so precious.

We have said goodbye to brilliant women this year; our Development Lead Jo Costello who we owe so much to, Henu Cummins and Louise Tullin who were both greatly skilled Trustees, and Sadia Masud who had wonderfully facilitated our Own My Life network events until we finished running these in 2024 (Sadia remains a valued Trustee). We have also welcomed the brilliant Louise Bryant as our Zoom Coach, the delightful Lyndsey Vaughton to support our Expectations of Sisterhood, the excellent Emma Chandler as a Business Development consultant, and the wonderful Sarah Conn as a Trustee.

Own My Life is a sisterhood. I am excited for the future and delighted by this year's successes. The difference we have made is a team effort and I am so grateful to be part of bringing joy to women across the UK, Ireland and beyond.



Natalie Collins, CEO | 19th September 2025

VISION & MISSION

The Women's Liberation Collective was registered as a Charitable Incorporated Organisation on 15th July 2019.

1

Our vision

A world where women are liberated from male violence and control.

2

Our values

WOMAN-CENTRED: Women and their needs are at the centre of everything we do. Our aim to prioritise women is in accordance with the Equality Act 2010 in which "sex" is a protected characteristic.

LIBERATION: We seek to ensure that all women we reach experience equality of opportunity: we also aim to move beyond equality, and work towards a world where women are liberated from male violence and control.

RESISTANCE: This resistance is both collective and individual. As an organisation we will resist the oppression of women and the ways that patriarchy harms us all. Alongside this, we recognise that all women find creative ways to resist abusers. Rather than this resistance being honoured, women are often met with scorn and blame. Our work seeks to honour and mobilise women's resistance to abuse and patriarchy.

INTEGRITY: We hold ourselves to a high ethical standard, striving to act honestly, fairly and consistently and using power wisely and well.

COLLABORATION: We foster collaborative spaces which build sisterhood and resist competitive attitudes. We will work together with charities and other partner organisations to achieve our goals.

3

Our Mission Statement

We will equip, train and educate women, so that they can take back ownership of their lives from male abusers. We will also work in wider society, to prevent abuse.

BOARD OF TRUSTEES

The Trustees present their Report together with the financial statements for the period ended of 1 April 2024 to 31 March 2025 for The Women's Liberation Collective, a Charitable Incorporated Organisation ("the Charity").

The Women's Liberation Collective works to change the world for women who have been subjected to men's violence; through transformationally equipping organisations who work with women.

We do this through Own My Life, an innovative and creative training programme and course for women.

Our trustees are:

- ◆ (Shirley) Irene Hayes
- ◆ Sadia Masud
- ◆ Sarah Learmonth
- ◆ Ebunoluwa Babarinde
- ◆ Sarah Conn
- ◆ Viranjit Wiltshire

In order to ensure our Trustees are equipped to do this role, we have a full induction process including access to Own My Life training, a one-to-one induction session with the CEO, and a six-month confirmation period.

The purposes of the charity as set out in our governing document are:

- ◆ To preserve and protect the health of women and relieve the distress and psychological, emotional and physical suffering experienced as a result of violence against women.
- ◆ To promote best practice and understanding among the public, voluntary and statutory agencies in all matters relating to violence against women and their families and other forms of abuse, their causes, remedies and prevention.

Through Own My Life we support organisations and practitioners to enable women to regain ownership of their lives when they have been subjected to abuse or violence by men. We deliver facilitator training to female practitioners who work with women. Alongside meaningfully transforming practice, our training equips facilitators to deliver Own My Life courses both one-to-one and with groups of women. Alongside providing practical resources, our work is a form of systems advocacy which seeks to make the world a better, more joyful and hope-filled place for women who have been subjected to abuse by men.

We have referred to the guidance contained in the Charity Commission's

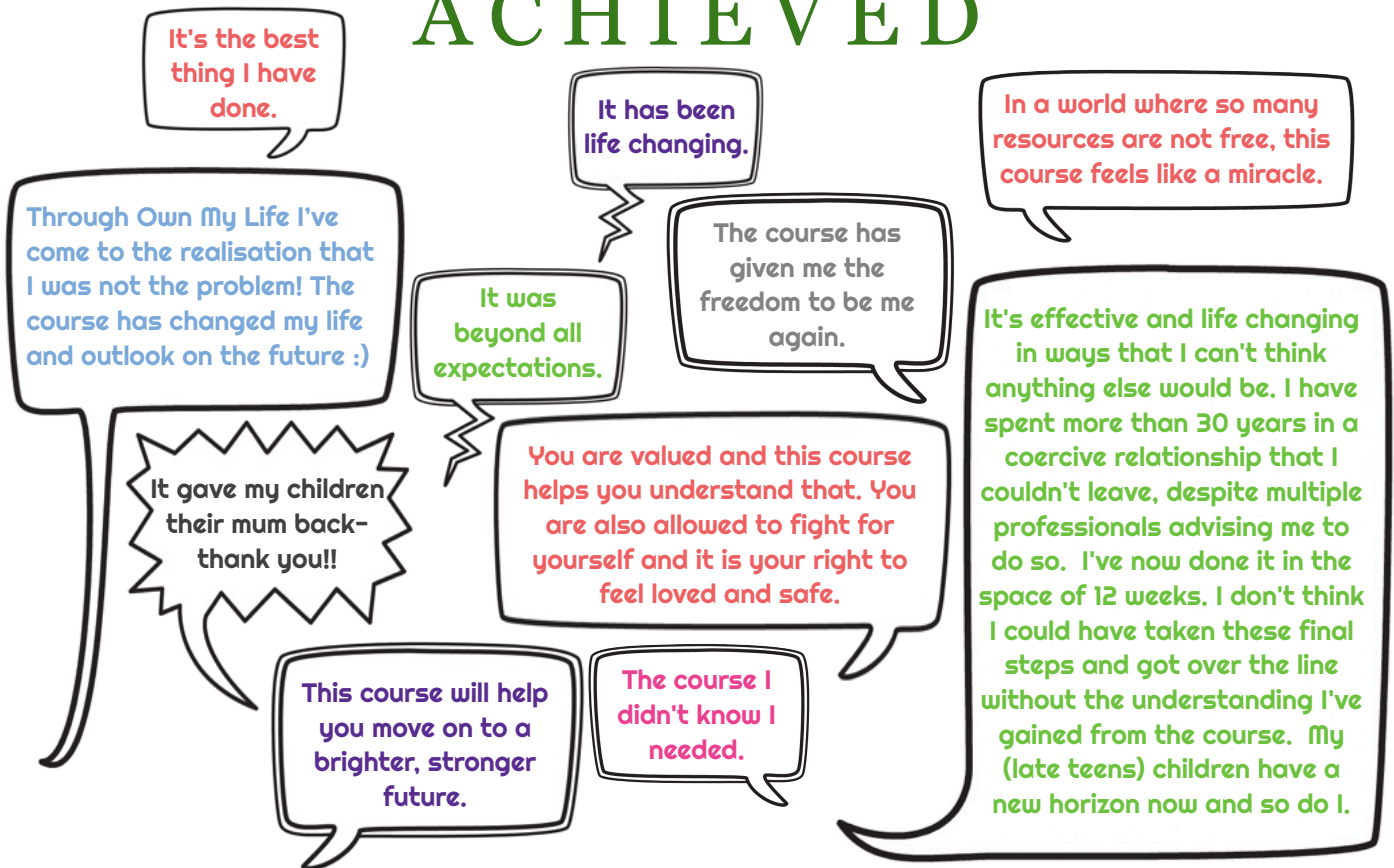
general guidance on public benefit and Code of Governance when reviewing our aims and objectives, governance arrangements and in planning our future activities.

As allowed for small charities, receipts and payments accounts have been prepared for this Report. The Trustees confirm that the Trustees' Report and financial statements of The Women's Liberation Collective comply with the provisions set out in Charities SORP (FRS 102).

Over the last years our work has grown and developed. Seeing Own My Life available for the first time in Northern Ireland, and for women with learning disabilities has been beautiful, as has been the opportunity to pilot our Employability course. As we see more organisations training their staff, we are delighted to see the most women ever equipped to own their lives. What a joy that is!

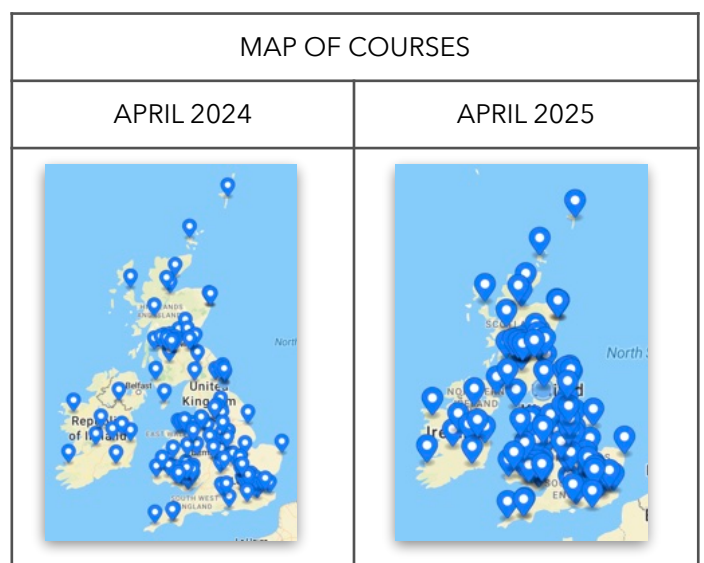


WHAT WE HAVE ACHIEVED



Comments from women who have participated in Own My Life courses across the UK and Ireland.

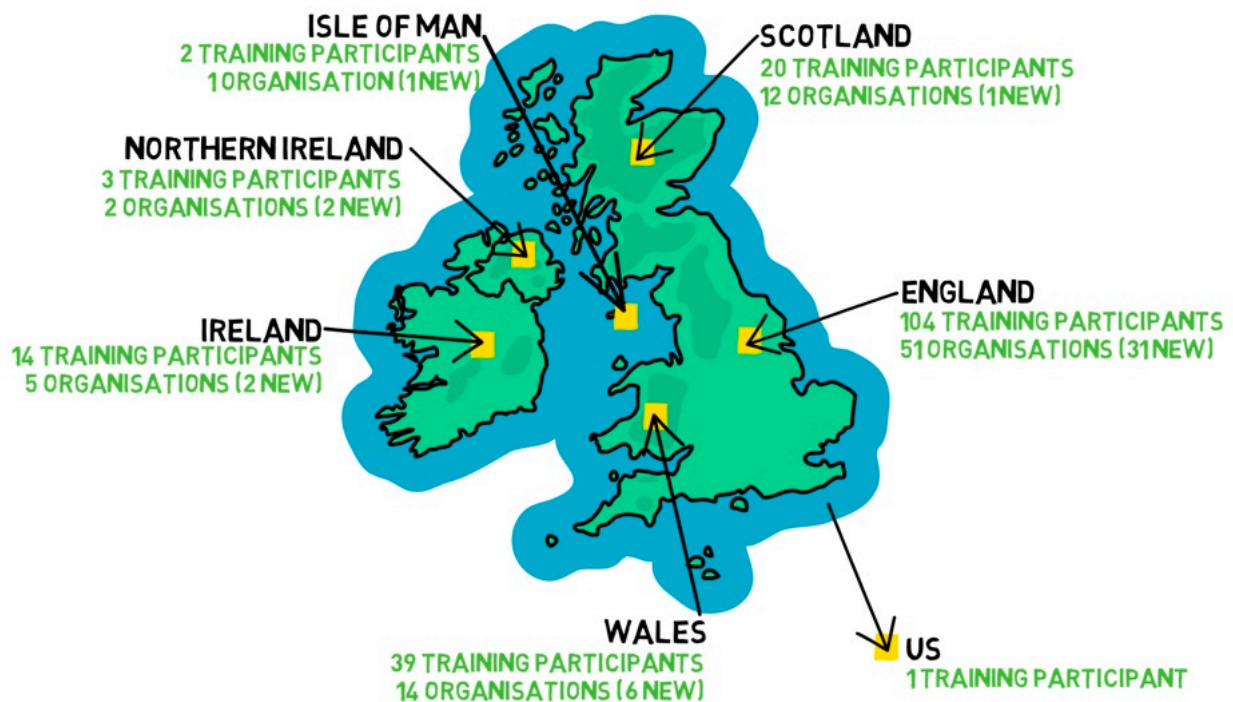
- 1. GROWTH:** We have seen more practitioners trained and new courses starting in new geographic areas across the UK (most notably in Northern Ireland!) and Ireland. We have seen more practitioners from outside the domestic abuse sector training as facilitators, including those supporting women around addiction, homelessness, parental assessment, gambling and women in the Met Police.
- 2. OUT AND ABOUT:** We have travelled to Newcastle, Plymouth, Belfast, County Kerry, the Lake District and the Isle of Man to contribute to events and/or build relationships to ensure more women are enabled to own their lives.
- 3. SPREADING THE WORD:** We have received media coverage on podcasts, radio, TV and newspaper across the reporting period. We have also produced a brand book and comms pack to enable others to share Own My Life joy; especially our wonderful volunteer Victoria Mason and our business development consultant Emma Chandler.
- 4. NEW RESOURCES:** We published Abuse Is A Verb, to help everyone speak and write more meaningful about abuse. We produced a free video resource about Counter-Parenting, developed a Manx Women's Rights Timeline video and activity for the Isle of Man, and provided facilitators with template intake and referral forms to ensure women are well supported on Own My Life courses.



WHAT WE HAVE ACHIEVED

We delivered ten facilitator training events (the same as in 2023/24). 184 practitioners trained as Own My Life course facilitators (14% less than in the last financial year). We offered 2-hour Zoom coaching sessions for all trained facilitators to increase their confidence and skill in online facilitation via Zoom. From our online Evaluation Station system we know that at least 526 women started Own My Life courses in 2024/25 (13% increase from 2023/24) and that we have provided 3,065 journals to services (7% decrease from 2023/24), which represents up to 3,065 women who have accessed an Own My Life course in person or online in 2024/25.

10	Online facilitator training events delivered.	85	Organisations trained.
184	Practitioners trained.	3,065	Journals provided for women accessing courses.
54	Practitioners attended Zoom Coaching sessions.	526	Women (at least) have started Own My Life courses.



TOTAL IMPACT

Since 2019 we have:

- Trained 1,413 practitioners from 331 organisations.
- Provided 17,634 journals for women to attend Own My Life courses.

WHAT WOMEN SAY

Feedback from 236 women from 2024/25 who have completed the Own My Life course

	BEFORE OWN MY LIFE	AFTER OWN MY LIFE
I feel like I am in control of my life and my future.	<ul style="list-style-type: none"> Definitely 7% Mostly 20% Sometimes 62% Never 11% 	<ul style="list-style-type: none"> Definitely 41% Mostly 41% Sometimes 18% Never 0%
I can make sense of my life.	<ul style="list-style-type: none"> Definitely 6% Mostly 23% Sometimes 59% Never 12% 	<ul style="list-style-type: none"> Definitely 44% Mostly 44% Sometimes 11% Never 1%
Overall, I feel good about my life.	<ul style="list-style-type: none"> Definitely 4% Mostly 24% Sometimes 59% Never 13% 	<ul style="list-style-type: none"> Definitely 33% Mostly 47% Sometimes 20% Never 0%
I am as healthy as I can be.	<ul style="list-style-type: none"> Definitely 8% Mostly 35% Sometimes 46% Never 11% 	<ul style="list-style-type: none"> Definitely 25% Mostly 47% Sometimes 25% Never 3%
I know where to go if I need help with difficulties in my life (e.g. money, health, job, education).	<ul style="list-style-type: none"> Definitely 5% Mostly 52% Sometimes 39% Never 4% 	<ul style="list-style-type: none"> Definitely 59% Mostly 30% Sometimes 10% Never 1%
I like and feel safe in my neighbourhood and/or community.	<ul style="list-style-type: none"> Definitely 25% Mostly 39% Sometimes 30% Never 6% 	<ul style="list-style-type: none"> Definitely 42% Mostly 40% Sometimes 16% Never 2%

WHAT WOMEN SAY

Feedback from 236 women from 2024/25 who have completed the Own My Life course

	BEFORE OWN MY LIFE	AFTER OWN MY LIFE
I know what domestic abuse is.	<p>0% 14% 39% 47%</p> <ul style="list-style-type: none"> Definitely Mostly Sometimes Never 	<p>8% 92%</p> <ul style="list-style-type: none"> Definitely Mostly Sometimes Never
I think that the things I see and hear in songs, newspapers, TV programmes, magazines, and adverts affect how I see myself and my life.	<p>7% 20% 21% 52%</p> <ul style="list-style-type: none"> Definitely Mostly Sometimes Never 	<p>4% 39% 18% 39%</p> <ul style="list-style-type: none"> Definitely Mostly Sometimes Never
I feel in control of my finances/ money.	<p>11% 21% 33% 35%</p> <ul style="list-style-type: none"> Definitely Mostly Sometimes Never 	<p>2% 16% 39% 43%</p> <ul style="list-style-type: none"> Definitely Mostly Sometimes Never
If I am a parent and am in contact with my children, I feel able to meet their needs.	<p>1% 14% 37% 48%</p> <ul style="list-style-type: none"> Definitely Mostly Sometimes Never 	<p>4% 1% 22% 73%</p> <ul style="list-style-type: none"> Definitely Mostly Sometimes Never
If I am a parent, I am confident that my children know that I love them.	<p>7% 0% 15% 78%</p> <ul style="list-style-type: none"> Definitely Mostly Sometimes Never 	<p>6% 3% 1% 90%</p> <ul style="list-style-type: none"> Definitely Mostly Sometimes Never

WHAT WOMEN SAY

Feedback from women who have attended an Own My Life course

You start this course feeling so vulnerable and alone, then one day you realise that all along you've had an army who have been and are willing to walk beside you through the journey and into your next chapter.

I feel so much better at coping.

Some of the topics were hard hitting but that's exactly as it should be and there was plenty of support. I have no negative feedback, this course has genuinely changed my life.

Own My Life is a safe space in what feels like a very unsafe world.

The information is taught in such a wonderful way that is inspiring, uplifting but in no way poisonous or received in a way to off put you towards future life. It just teaches you and inspires you.

Own My Life is life changing and gives you your power back.

We've not only learned about abuse and gained tools for the future, but in every session we've taken more than that, we learned to be better humans!

It is all so thoughtfully put together.

Through Own My Life you will find answers on most of the questions starting with "why".

Own My Life has helped with learning who I really am.

I thought it wouldn't help but have been surprised by how much it actually has helped.

Through the course I have picked up the courage I lost, to be myself again.

I wonder had I been able to go on this course earlier would my children and I not have had such a long journey.

It was beyond all expectations.

I realised I was safe to talk about things really early on - and I could see that it would make 30 years of my life make sense.

Every part was powerful and amazing. I have learnt so so much. This course has definitely changed my life.

It has honestly changed my life, and as a result my young son's life. It helped me realise exactly how bad my situation was and how abusive my relationship was, and stopped me from getting back into it again as I was able to understand exactly what was going on. It has been a very healing process too and has helped reduce the self-blame.

This has truly helped me in more ways than I could have imagined! I hope to become a facilitator one day.

I would still be stuck in how I felt previously if it hadn't been for this course. It saved me - I finally do own my life!

OUT AND ABOUT

We loved travelling all over to spread Own My Life joy!



Our Trustee Louise completed the London Classics across 2024 to raise money for our work!



In December 2024, we joined Adapt Kerry for the launch of their new strategy. Natalie enjoyed a meal out with wonderful Own My Life facilitators (L-R) Siobhan, Catherine, and Noelle.

We celebrated the 100th birthday of the Sir Halley Stewart Trust in London.



Our CEO Natalie spoke at the North East Chamber of Commerce's Inspiring Female's conference in May 2024.



We had a wonderful exploratory trip to Belfast, with brilliant Own My Life facilitators Victoria Mason and Tina Pearmine in March 2025.

We launched a Manx Women's Rights video resource at the Isle of Man Victim Support conference in September 2024.



We had a wonderful Charity weekend away in September 2024.



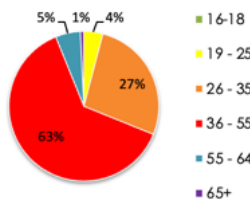
We travelled to Plymouth to meet Own My Life facilitator Faye and others at Trevi who told us the difference Own My Life is making to women.

WHO ARE THE COURSE PARTICIPANTS?

For course participants who completed our Evaluation Station, we know that...

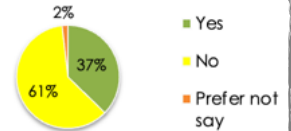
Age

The majority of participants were between 36 -55. There were no women under 18.



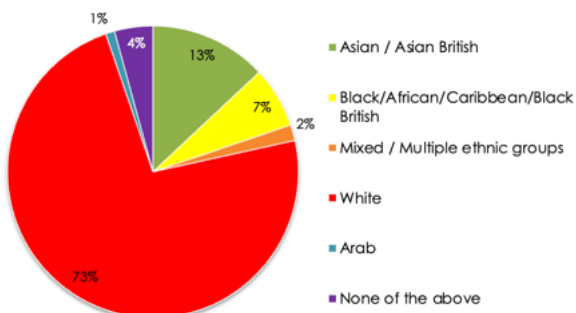
Disability

37% of women described themselves as having a disability. Of those with a disability; 46% had mental health problems; 26% had a long-term illness; 10% had a mobility impairment, 13% learning difficulties, and 2% were Deaf/hearing impaired.



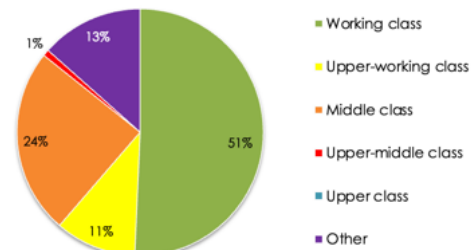
Ethnicity

73% of participants were white, 13% were Asian or Asian British, 7% were Black, African, Caribbean or Black British, and 4% selected "none of the above", 2% were from mixed or multiple ethnic groups and 1% were Arab.



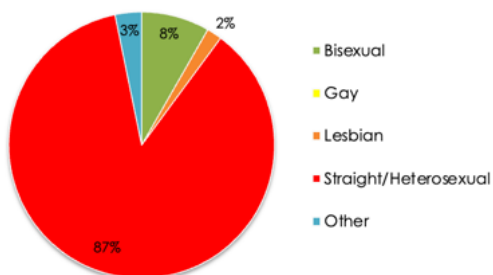
Class

When asked to identify their social class from a list 51% were working class, 24% were middle class, 13% were "other", 11% were upper-working class, 1% were upper-middle class,. No one identified as upper class.



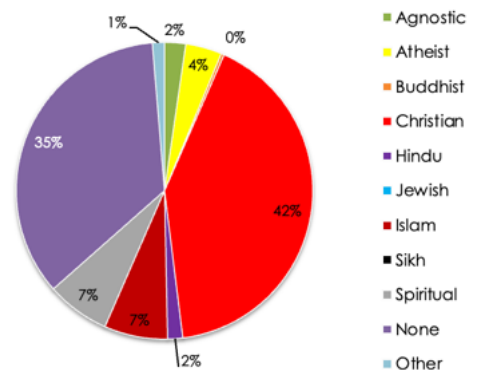
Sexuality

When asked to identify their sexuality from a list; 87% were straight, 8% bisexual, 3% chose "other", 2% lesbian. No participants identified as gay.



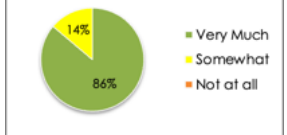
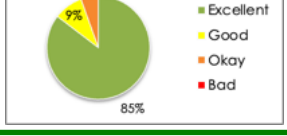
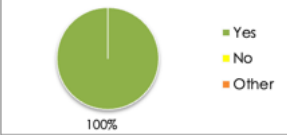
Religion and Belief

When asked to identify their faith from a list; 42% were Christian, 35% had no faith, 7% said Islam, 7% were "spiritual", 4% were atheists, 2% were Hindu, 2% were agnostic, 1% were "other", and >1% were Buddhist.



WHAT TRAINEES SAY

Feedback from practitioners who attended facilitator training

How much would you say the course has increased your knowledge?	 <ul style="list-style-type: none"> ■ Very Much ■ Somewhat ■ Not at all
How did you find the training overall?	 <ul style="list-style-type: none"> ■ Excellent ■ Good ■ Okay ■ Bad
Will the training change your practice?	 <ul style="list-style-type: none"> ■ Yes ■ No ■ Other

Practitioners' comments:

I have wished at so many points that, when I was being subjected to abuse (by an ex partner, by my father, and also after being subjected to rape), I had had access to a course similar to this, or to some of the knowledge it contains. It would have been transformational.

It is the best investment you can make to brightening women's futures.

The Own My Life training is absolutely inspirational...It replaces ALL the materials I have been using with women thus far, and I can't wait to start facilitating the workshops and help women re-build their self-efficacy.

The resources are fantastic - the journal is beautiful and so very useful, the WomManual is the perfect companion to run the course, and the online resources are excellent. I've never come across such insightful yet concise videos done with so much trauma awareness, intersectionality and inclusivity in mind.

It's a life and perspective changing experience.

I feel radicalised, incentivised and energised.

Hands down the best training I have done in over 30 years in education!

I didn't fall asleep as it kept me interested and wasn't a drudge and a joy in a funny way to complete even when the topics were heart breaking and angry making.

It's just the right amount of fun and seriousness.

This is a very unique course and stands on its own in terms of the content and impact.

It is all so thoughtfully put together.

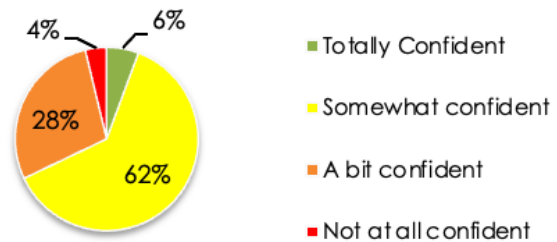
I have taken a lot of trainings over the last 20 years of doing this work and this is without a doubt at the very top, I believe it's my favourite one.

IMPACT OF ZOOM COACHING

Feedback from 53 practitioners who attended Own My Life Zoom coaching to equip them in delivering the course online

Participant tech literacy

There was a range of confidence with technology among those who participated in Zoom coaching. When asked what level of confidence they had about using technology; 4% were "not at all confident", 28% were "a bit confident", 62% were "mostly confident", and 6% were "totally confident".



	BEFORE COACHING	AFTER COACHING																				
How confident were about delivering the Own My Life course via Zoom?	<table border="1"> <thead> <tr> <th>Confidence Level</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Totally Confident</td> <td>2%</td> </tr> <tr> <td>Mostly confident</td> <td>13%</td> </tr> <tr> <td>A bit confident</td> <td>42%</td> </tr> <tr> <td>Not at all confident</td> <td>43%</td> </tr> </tbody> </table>	Confidence Level	Percentage	Totally Confident	2%	Mostly confident	13%	A bit confident	42%	Not at all confident	43%	<table border="1"> <thead> <tr> <th>Confidence Level</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Totally Confident</td> <td>24%</td> </tr> <tr> <td>Mostly confident</td> <td>70%</td> </tr> <tr> <td>A bit confident</td> <td>6%</td> </tr> <tr> <td>Not at all confident</td> <td>0%</td> </tr> </tbody> </table>	Confidence Level	Percentage	Totally Confident	24%	Mostly confident	70%	A bit confident	6%	Not at all confident	0%
Confidence Level	Percentage																					
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Totally Confident	24%																					
Mostly confident	70%																					
A bit confident	6%																					
Not at all confident	0%																					

I thought it was great, I thought it was going to be a bit basic, but it was in depth and I learnt lots.

Jo was brilliant, informative and very helpful. Also patient :)

I didn't know anything about how to use zoom as a host and now feel well equipped on how to use it.

Everything was useful including the pep talk about self-confidence and the importance of prep and zoom familiarisation.

I truly was informed and educated by the session.

The session was thorough, educative and pitched at pace a level that everyone can easily follow through.

The most useful part of the session was having support, and learning functions in zoom that I did not know existed.

Excellent facilitator who described everything very clearly.

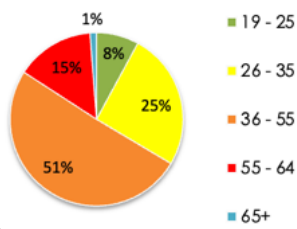
You are doing a good job. And this was an amazing session. Louise, it did not feel like I was your only student. Thank you and well done.

WHO ARE OUR TRAINEES?

For our 232 trainees we know that...

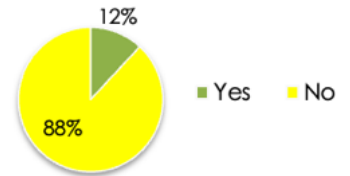
Age

The majority of trainees (51%) were between 36 -55. There were no women under 18.



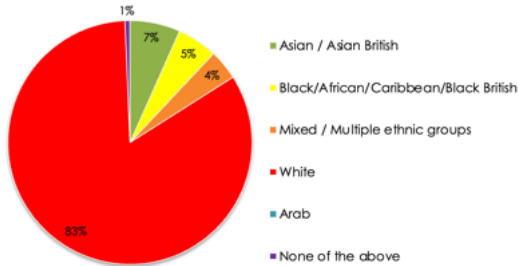
Disability

12% of women said they had a disability. Of those with a disability; 37% had mental health problems, 26% had a long term illness, 21% had learning difficulties, and 16% had a mobility impairment.



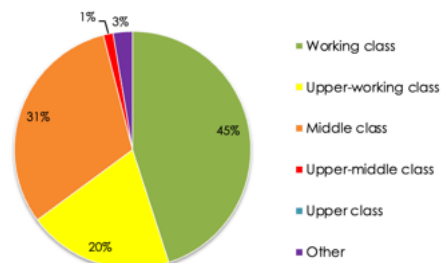
Ethnicity

83% of trainees were White, 7% were Asian or Asian British, 5% were Black, African, Caribbean or Black British, 4% were from mixed or multiple ethnic groups, and >1% said they were none of the options offered.



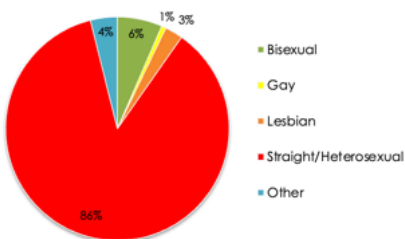
Class

When asked about their social class; 45% were working class, 31% middle class, 20% upper working class, 3% "other" and 1% upper middle class.



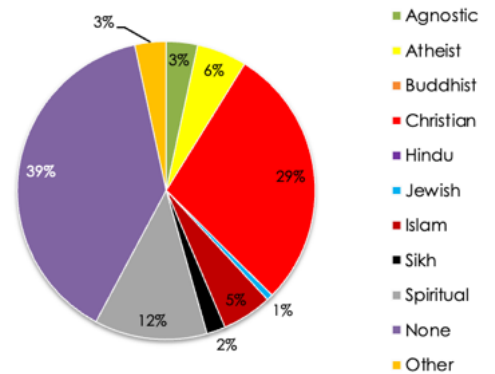
Sexuality

When asked about their sexuality; 86% were straight, 6% bisexual, 4% "other" and 3% were lesbian, and >1% (1 participant) were gay.



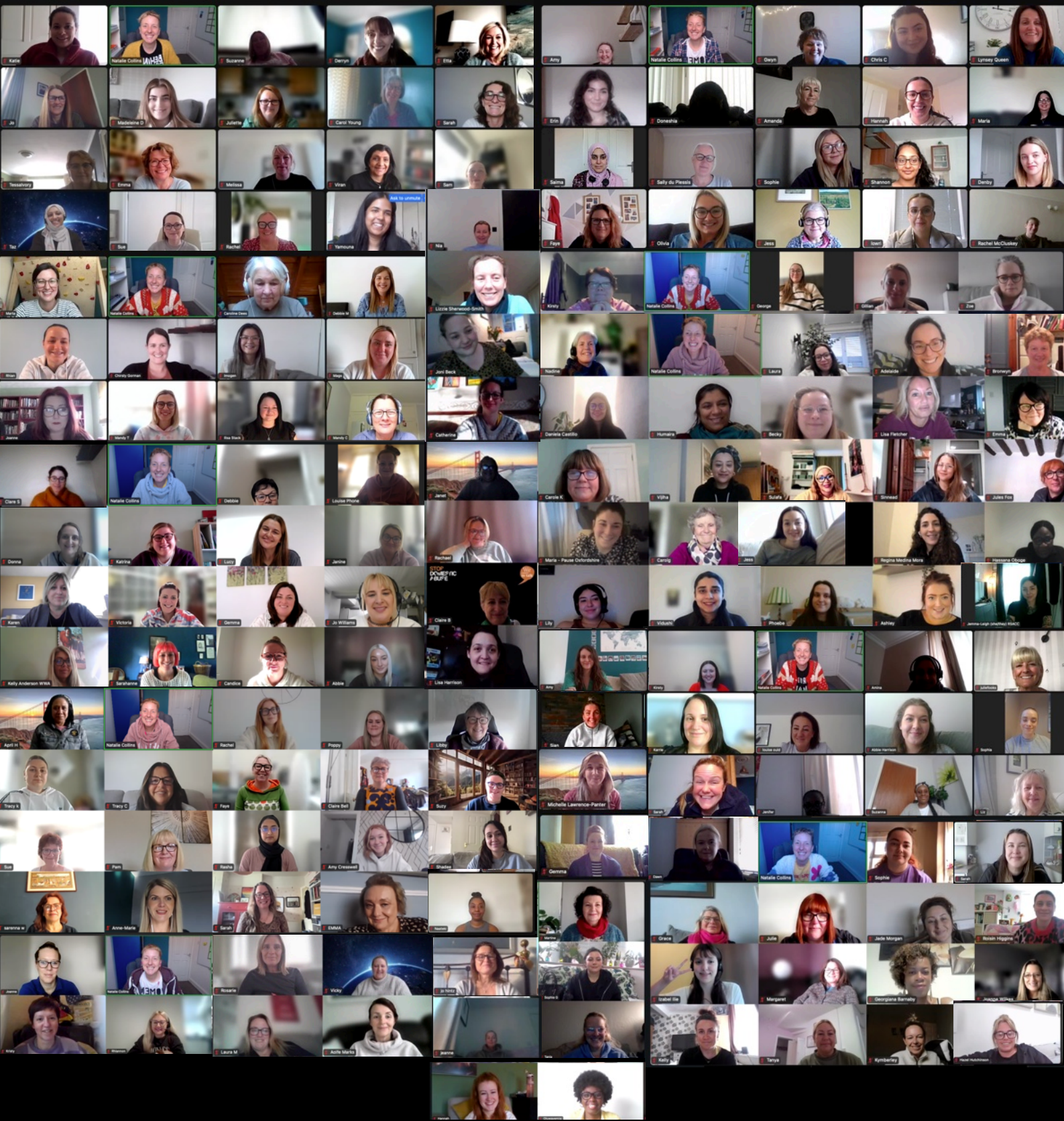
Religion and Belief

When asked about their faith; 39% had no faith, 29% were Christian, 12% were spiritual, 6% were Atheist, 5% said Islam, 3% were "other", 3% were Agnostic, 2% were Sikh, and >1% (1 participant) were Jewish.



WHO ARE OUR TRAINEES?

All these brilliant women attended our training in 2024/25!



FINANCIAL REVIEW

During the period up to 31st March 2025, The Women's Liberation Collective received total income of £194,879 (2023/24: £152,267), of which £34,155 comprised grant funding and £3,168 came from donations. This income was attributable to charitable activities relating to delivering the Own My Life course.

Expenditure incurred for 2024/25 totalled £158,472 (2023/24: £138,106), all of which related to charitable activities. Currently, all those who work for us are self-employed, which means that our staffing costs are integrated within project costs, rather than being separate to them.

Total funds as at 31st March 2025 were £101,936 of which £4,890 represented restricted funds. Funds to operate, including free reserves, representing unrestricted funds less tangible fixed assets totalled £97,046.

Our reserves policy can be found within our Financial Management Procedure [HERE](#).

STRUCTURE AND GOVERNANCE

Constitution

The Women's Liberation Collective was established in 2019 and achieved charitable status in 2019. The Women's Liberation Collective is a Charitable Incorporated Organisation and is constituted by its Articles of Association dated 15 July 2019.

Recruitment and election of trustees

When a vacancy in the Trustee Board occurs, care is taken to ensure that new Trustees are able to contribute effectively alongside the existing board by providing complementary skills. During the period up to 31st March 2025, the Charity has reviewed and/or approved the following policies:

- ✓ Health and Safety Policy
- ✓ Financial Management Policy
- ✓ Bullying and Harassment Policy
- ✓ Social Media Policy
- ✓ Serious Incident Policy
- ✓ Safeguarding Policy
- ✓ Complaints Policy
- ✓ GDPR and Privacy Policy
- ✓ Equal Opportunities Policy

Our Safeguarding, Complaints, Privacy, and Equal Opportunities policies are available on our website [HERE](#). A skills audit of the current Board of Trustees undertaken biennially. We have a trustee induction process for new trustees, which includes completion of the skills audit and a 6-month trustee confirmation period.

Office holding trustees (Chair and Treasurer) are voted in for 3-years, with an opportunity for review at the charity AGM.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Charity's transactions and disclose with reasonable accuracy at any time the financial position of the Charity. They 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.

Approved by order of the members of the board of Trustees; Sarah Learmonth, (Shirley) Irene Hayes, Sadia Masud, Ebunoluwa Babarinde, Sarah Conn, and Viranjit Wiltshire signed on their behalf by:



Sarah Learmonth, Chairwoman | 19th September 2025

FINANCIAL REPORT

Our bankers are: Metro Bank PLC, One Southampton Row, London, WC1B 5HA

	Period ending 31st March 2025			(2023/24)	(2022/23)	(2021/22)	(2020/21)
	Unrestricted funds	Restricted funds	Total funds	Total funds	Total funds	Total funds	Total funds
	£	£	£	£	£	£	£
Receipts							
Grant income	28,000	6,155	34,155	11,000	0	0	13,038
Donations	1,958	1,210	3,168	2,523	1,017	1,240	2,040
Primary Purpose Trading	157,310	0	157,310	137,966	117,789	131,102	83,485
Trading	246	0	246	855	152	414	0
Total receipts	187,514	7,365	194,879	152,344	118,958	132,756	98,563
Payments							
Charitable activities	147,490	10,775	158,265	138,031	129,301	94,956	86,740
Trading	207	0	207	450	124	354	0
Total payments	147,697	10,775	158,472	138,481	129,425	95,310	86,740
Net receipts	39,817	-3,410	36,407	13,863	-10,467	37,446	11,823
Cash funds brought forward	57,229	8,300	65,529	51,666	62,133	24,687	12,864
Cash funds at the end of the period	97,046	4,890	101,936	65,529	51,666	62,133	24,687

Statement of assets and liabilities

	As at 31st March 2025			(2023/24)	(2022/23)	(2021/22)	(2020/21)
	Unrestricted funds	Restricted funds	Total funds	Total funds	Total funds	Total funds	Total funds
	£	£	£	£	£	£	£
Assets							
Cash at bank	97,046	4,890	101,936	65,529	51,666	62,133	12,864
Total assets	97,046	4,890	101,936	65,529	51,666	62,133	24,687
Total assets represented by:							
Liabilities							
Spark Admin & CEO	9,144		9,144	2,916	3,108	-	-
Resource orders	5,473		5,473	4,998	6,122	-	-
Development work	1,044		1,044	1,738	1,325	-	-
Other	4,629		0				
Total liabilities	20,290	0	20,290	9,652	10,555	-	-
Reserves	10,000		10,000	-	-	-	-
Operational funds	66,756	4,890	71,646	55,877	41,111	-	-
Total funds	97,046	4,890	101,936	65,529	51,666	62,133	24,687

Approved by the board of The Women's Liberation Collective.

Registered Charity No. 1184411

FINANCIAL REPORT

Our bankers are: Metro Bank PLC, One Southampton Row, London, WC1B 5HA

Restricted Funding

NATIONAL LOTTERY COMMUNITY FUND:

- * Amount from before April 2024: £8,300
- * Amount during reporting period: £0
- * For: Delivering an Own My Life Employability pilot project.
- * Amount spent: £8,300
- * Funding had to be spent by: June 2024.

Unrestricted Funding

During the reporting period the majority of our unrestricted income came from primary purpose trading (PPT). This includes:

- ✓ Being paid to deliver training.
- ✓ Being paid to provide course materials (WoManuals, Journals, Resource Boxes) to those delivering the Own My Life course.

Any surplus from PPT has been (or will be) reinvested to further our charitable objects.

INCOME FROM PPT: £157,310.

AMOUNT SPENT: £147,490

We also received a £25,000 unrestricted grant from the People's Postcode Lottery.

Trading

During the reporting period we have begun to sell products to raise funds for the charity. These include tea-towels, prints, and hoodies.

During the reporting period:

- ➔ Our trading turnover was £247.
- ➔ Money raised via trading was £40.

Income from government contracts

We are formally commissioned by one local authority to train staff to run Own My Life. Our income from this was:

- ➔ £8,914

Non-UK income/expenditure

The non-UK countries we worked with in this reporting period were the Republic of Ireland and Australia.

- ➔ Republic of Ireland:
 - * Primary purpose trading: £10,903.
- ➔ Australia:
 - * Primary purpose trading: £252.
- ➔ United States of America:
 - * Primary purpose trading: £585.

Largest Single Donor

Our largest donation from a single donor was £1,210.

For Profit Donations

We had no donations from for profit companies.

Related Persons Donations

Our largest donation from a related person (e.g. a trustee) was £35.

Donations from other countries

We had no donations from other countries in any of the following categories:

- ➔ Government/Quasi Government.
- ➔ Charities/NGOs.
- ➔ Private companies.
- ➔ Individual donors.
- ➔ Unknown.

TRUSTEE REMUNERATION AND RELATED PARTIES

During the reporting period, the following reimbursements were made to Trustees:

Trustee Remuneration

In the previous year (2023/24) no trustees (or any person connected to them) received remuneration for trustee duties during the reporting period.

Fees received as a facilitator support person subcontracted to the charity (for one trustee) were as follows:

Trustee Remuneration		Total	Total
		Period ending 31 March 2025	Period ending 31 March 2024
		£	£
Irene Hayes	Expenses	1,459	0
Sadia Masud	Facilitator support (£1,750). Expenses (£101).	1,851	125

Related parties

Spark is the self-employed partnership of Natalie Collins, founder of the Own My Life course and our CEO, and Andrew Collins. Prior to setting up the charity, Natalie was paid to deliver the Own My Life course via Spark. As Andrew provided administration support for Natalie's other work, the trustees were confident Andrew would be the best person to provide administration support to the charity. With the support of the trustees, Natalie and Andrew have chosen to remain self-employed. This reduces the workload and cost to the the charity (no payroll etc is needed) and allows Natalie and Andrew freedom to do work with other organisations.

Terms and conditions

Any operational matters which involve payments to Spark require trustee approval with Spark having only read-only access to the charity bank account. Spark's fees are discussed and approved by the trustees, with any changes to fees or responsibilities reviewed and voted on by trustees.

Related parties

Description of transactions (costs inc. VAT)	Total	Total
	Period ending 31 March 2025	Period ending 31 March 2024
	£	£
Spark (Training delivery)	31,185	36,620
Spark (Administration)	19,521	18,299
Spark (Resource provision)	38,261	33,296
Spark (CEO services)	27,200	13,200
Spark (Other)	10,413	3,534
Spark Total	126,580	104,949

INDEPENDENT EXAMINER'S REPORT

The Women's Liberation Collective
Charity Number 1184411

I report to the trustees on my examination of the accounts of the above charity, for the year ended
31st March 2025.

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

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

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

- Accounting records were not kept in accordance with section 130 of the Act or
- The accounts do not accord with the accounting records.

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

Andrew McCullough ACMA
Certax Accounting (Sunderland) Ltd
14 Foyle Street
Sunderland
SR1 1LE
Independent Reviewer

Andrew McCullough

Andrew McCullough | 14th August 2025

THANK YOU S

Course participants

Thank you for open heartedly working towards owning your lives. We exist to serve and support you, you are brilliant!

Facilitators

We are so grateful for your deep participation in our training and your courageous commitment to take Own My Life to women.

Everything we do is only possible because of each of you.

Jo Costello

We wouldn't be here without you! Thank you for all you have done to enable Own My Life to grow and develop!

Victoria Mason

We are so grateful for the time, energy and passion you give to Own My Life to enable as many women as possible to own their lives.

NDA Women's Aid

Thank you for being the first Northern Irish organisation to enable women to own their lives!

Henu Cummins

Thank you for being one of our Trustees. We miss you and we're grateful for all the ways you contributed to what we have been able to do.

Louise Tullin

We're grateful that your Trustee work. You comms expertise and marketing knowledge was so helpful. Thank you also for raising money and awareness about Own My Life through completing the London Classics.

Our Supporters

To those who have financially supported our work, or otherwise cheered us on, we are so grateful to you. Your support enables us to make the biggest difference to women's lives.

Louise Bryant

As always. thank you for being willing to include women from all over the UK (and the world!) on the courses you run. Thank you also for your brilliant Zoom Coaching!

THANK YOU S

Manx History Experts

Thank you to James Franklin, Ieisha Howard, Sarah Christian, Tamasin Wedgwood, and Lorna Trevethan for helping us to develop the Manx Women's Rights Timeline video resource.

Tina Pearmine

Thank you for being such a big Own My Life cheerleader, and especially for giving your time to join our exploratory Belfast trip.

Louise's sponsors

Our trustee Louise completed the London Classics throughout 2024. Thank you to all those who sponsored her in support our work.

People's Postcode Lottery

Thank you to the players of the People's Postcode Lottery, because of you we have been able to develop a free Counter-Parenting Video resource to support women and their children.

Community Foundation

Thank you for funding us to develop a translation process for our videos and journal. Because of your support we are now developing a Polish translation of all our materials.

Golden Bottle Trust

Thank you for your wonderful donation of £3,000, your generosity will make a big difference to women's lives.

National Lottery Community Fund

Thank you for funding our Employability pilot. Through your support 15 organisations were resourced to support 64 women to own their employability journey.

Viran Wiltshire & Sam Ryan

Thank you for pioneering Own My Life delivery to female officers and staff. In so many ways you are enabling women to own their lives.

19 Stanfield Business Centre
Sunderland
SR2 8SZ

Phone: 07818 328391

www.ownmylifecourse.org/wlc

info@ownmylifecourse.org



THE WOMEN-S LIBERATION COLLECTIVE

England & Wales - Charity number 1184411

Accounts



ANNUAL
REPORT

Registered Charity
1184411

For the period ending 31st March 2024

www.ownmylifecourse.com/wlc

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WELCOME

Chairwoman's Report

Welcome to our annual report for April 2023 - March 2024. It was my pleasure to join the trustees in this reporting period and to be voted in as Chairwoman. I am very grateful to the leadership Liza Thompson provided across her tenure and it has been an honour to take over from her with the charity in such a healthy and strong position, which is a credit to Liza and the rest of the Trustees.

We are delighted to have achieved so many of our 2023/24 goals:

PRIORITY 1: STRENGTHEN ORGANISATIONAL STRUCTURE

- ★ We have recruited a brilliant Treasurer, Ebum Babarinde, who is a finance professional with over 10 years of experience. She is passionate about making women's (and their children's) lives better.
- ★ Alongside building our trustee relationships through a book group meeting, our Trustee Board is committed to a bi-annual policy review schedule focussed on retaining high legal and ethical standards.

PRIORITY 2: STRONGER NETWORKS AND BRAND RECOGNITION

- ★ Building warmer new relationships: We increased our training events by over 10% from 2022/23; from 9 to 10 in 2023/24, delivering to 53 new organisations; 27 of which are now running courses that women can access.
- ★ In September 2023, we had the opportunity to be part of the European Conference on Domestic Violence in Reykjavik, Iceland. Our CEO, Natalie, presented a workshop entitled *A COVID Good News Story* about the ways COVID helped our organisation to grow through the development of creative online training methodologies.

PRIORITY 3: EXPAND REACH

- ★ We expanded our Discovery e-Learning platform by developing a CPD accredited self-directed learning pathway through our videos and support activities.
- ★ We were keen to build connections outside of the domestic abuse sector, and in 2023/24 worked with addiction services, women's well-being services and women's counselling services training to deliver our course. Strategically, we built stronger connections with specialist addiction services through being a key partner in the Tina's Haven pilot in County Durham.
- ★ We built our offer for corporates, including developing a framework for workplace Own My Life courses. We also enhanced our relationships with corporates through our membership of the North East Chamber of Commerce. We were delighted to see our CEO Natalie honoured in the Chamber Inspiring Females awards! This was a great opportunity to tell local businesses about our work and to build stronger networks with other charities across the region. However, our learning in doing this is that our energies are best focussed on working with non-profit organisations. This has been a helpful experience for the future.
- ★ We were thrilled to secure a grant from the National Lottery Community Fund to develop an Employability course. This project is still in process, but we are excited to see what the outcomes are and how our pilot organisations get on with the training we are developing to provide unique and important employability support to women, especially given the many ways abusers seek to sabotage and destroy their partners work and employment opportunities.
- ★ After the joy of having so many Irish services trained to deliver Own My Life, we worked with them in partnership to develop an Irish-context journal, specifically recontextualising three of our videos. As part of launching these materials, our CEO Natalie toured some Own My Life services in the Republic of Ireland, speaking at events, meeting strategic partners and generally celebrating the work being done to make Irish women's lives better.
- ★ We have also increased our social media engagement in the last year, setting up a LinkedIn page and regularly posting there and on Twitter/X, Facebook and Instagram.

We have achieved so much more than what we set out to do this year including:

- ★ We had the opportunity to sell our new tea towels at Filia, Europe's largest annual feminist conference, which raised some much-needed funds, as well as awareness of our work. We joined the Filia podcast as a guest, with Own My Life service Border Women's Aid joining our CEO Natalie to talk about how great the course has been for the organisation. We were particularly delighted to hear from Danielle, who talked about having attended an Own My Life course and then subsequently becoming a co-facilitator.

- ★ In the previous reporting period we piloted online monthly drop-in sessions for Own My Life facilitators. As a result of learning from these, throughout 2023/24 we have offered quarterly Network Sessions for facilitators which have been well-received. We also delivered our annual facilitator conference and party for course participants. We heard from award-winning health journalist Sarah Graham and were entertained by comedian Tiff Stephenson.
- ★ We trained our first Australian practitioner, who amazingly chose to participate in our online training on her timezone through five nights. The first Australian pilot Own My Life course is due to start in July 2024 and we are excited to see how this develops.
- ★ We are always keen to improve our resources and materials based on feedback from facilitators and from women who have attended Own My Life courses. In the reporting period, this included developing
 - ✓ New style WoManuals, which are ring-bound and separate from the Own My Story journal.
 - ✓ Large-print journals to ensure that visually impaired women are more easily able to access Own My Life.
 - ✓ Our ongoing partnership with the Power Threat Meaning Framework national working group, by offering another exclusive workshop for Own My Life facilitators in using the framework.

Alongside the vital work we have done as a charity, the Sunday Times published some of the story of our CEO Natalie, as she fought for justice related to her ex-husband's perpetration of sexual and domestic violence. As Trustees we are extremely proud of the way she has continued to work tirelessly for the charity alongside dealing with many personal challenges, as well as supporting others through theirs. It is a joy to see her work acknowledged in the Sunday Times, which included reference to the Own My Life course and the wider work of our charity.

I have loved chairing the charity for the past year and seen our work go from strength to strength. I am excited by the opportunities for growth over the next year and I know my sister trustees remain entirely committed to ensuring that we increase our ability to enable women to take back ownership of their lives and to resource practitioners as they support women across the UK, Ireland and beyond!



Sarah Learmonth, Chairwoman | 29th July 2024

CEO REFLECTIONS

CEO's Report

We have had a joyous year in 2023/24, with over 230 practitioners trained, including over fifty new organisations sending their staff on our training, with over half of these new organisations starting to deliver Own My Life within their organisation. That's twenty seven more places where women can be enabled to own their lives!

It was so wonderful to be recognised as an Inspiring Female at the North East Chamber of Commerce's annual awards, something that was only possible because our wonderful Development Lead, Jo Costello nominated me. I love that our charity is one which celebrates women, and seeks to be a cheerleader both for those facilitating the course, and those attending courses.

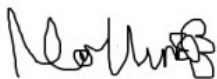
One of the ways we did this during this year was through our Irish Tour. This was an absolute highlight of my year! Over a week I met with eight Irish Own My Life services and with each one delivered talks, including to secondary school students, a women's conference, International Women's Day celebrations, multi-agency groups and others. It was so precious to meet with women who had attended Own My Life, including a woman who attributes the course with giving her the skills to regain custody of her baby daughter and a group of Irish Traveller women who absolutely loved the course.

Gaining funding to develop a women's Employability Course has been exciting and we are in the process of seeing the draft course finalised, ready to be piloted by Own My Life services. So too has seeing our first ever Australian facilitator trained to deliver the course, with an Australian pilot course planned for later in 2024.

It remains an absolute joy to see so many practitioners equipped to deliver Own My Life, confident that our work really is transformative for women. This year has personally been very challenging, as I supported women that my ex-husband had raped or abused, as they sought justice through a criminal court case. His conviction and subsequent indefinite sentence was a relief, but was also emotionally very taxing.

The Women's Liberation Collective remains committed to the idea that the personal is political, and this was really borne out in this case, as it was through an Own My Life course that my ex-husband's most recent partner recognised his abuse and reported him, making it much more likely that Police Scotland could secure successful convictions. Seeing some of our story told in the Sunday Times, including how instrumental Own My Life has been in the story, was really impactful. Throughout this challenging time, I've been so grateful for support from our Chairwoman, Board, our Development Lead Jo, and of course my husband and our Admin Lead, Andrew, in the emotional fallout of it all.

Own My Life really is a national (and gradually becoming international!) sisterhood and I feel so blessed and grateful each day to be part of this organisation that is making such a huge difference to women's lives



Natalie Collins, CEO | 1st August

VISION & MISSION

The Women's Liberation Collective was registered as a Charitable Incorporated Organisation on 15th July 2019.

1

Our vision

A world where women are liberated from male violence and control.

2

Our values

WOMAN-CENTRED: Women and their needs are at the centre of everything we do. Our aim to prioritise women is in accordance with the Equality Act 2010 in which "sex" is a protected characteristic.

LIBERATION: We seek to ensure that all women we reach experience equality of opportunity: we also aim to move beyond equality, and work towards a world where women are liberated from male violence and control.

RESISTANCE: This resistance is both collective and individual. As an organisation we will resist the oppression of women and the ways that patriarchy harms us all. Alongside this, we recognise that all women find creative ways to resist abusers. Rather than this resistance being honoured, women are often met with scorn and blame. Our work seeks to honour and mobilise women's resistance to abuse and patriarchy.

INTEGRITY: We hold ourselves to a high ethical standard, striving to act honestly, fairly and consistently and using power wisely and well.

COLLABORATION: We foster collaborative spaces which build sisterhood and resist competitive attitudes. We will work together with charities and other partner organisations to achieve our goals.

3

Our Mission Statement

We will equip, train and educate women, so that they can take back ownership of their lives from male abusers. We will also work in wider society, to prevent abuse.

BOARD OF TRUSTEES

The Trustees present their Report together with the financial statements for the period ended of 1 April 2023 to 31 March 2024 for The Women's Liberation Collective, a Charitable Incorporated Organisation ("the Charity").

The Women's Liberation Collective works to change the world for women who have been subjected to men's violence; through transformationally equipping organisations who work with women.

We do this through Own My Life, an innovative and creative training programme and course for women.

Our trustees are:

- ◆ (Shirley) Irene Hayes
- ◆ Louise Tullin
- ◆ Sadia Masud
- ◆ Henu Cummins
- ◆ Sarah Learmonth
- ◆ Ebunoluwa Babarinde

The purposes of the charity as set out in our governing document are:

- ◆ To preserve and protect the health of women and relieve the distress and psychological, emotional and physical suffering experienced as a result of violence against women.

- ◆ To promote best practice and understanding among the public, voluntary and statutory agencies in all matters relating to violence against women and their families and other forms of abuse, their causes, remedies and prevention.

Through Own My Life we support organisations and practitioners to enable women to regain ownership of their lives when they have been subjected to abuse or violence by men. We deliver facilitator training to female practitioners who work with women. Alongside meaningfully transforming practice, our training equips facilitators to deliver Own My Life courses both one-to-one and with groups of women. Alongside providing practical resources, our work is a form of systems advocacy which seeks to make the world a better, more joyful and hope-filled place for women who have been subjected to abuse by men.

We have referred to the guidance contained in the Charity Commission's general guidance on public benefit and Code of Governance when reviewing our aims and objectives,

governance arrangements and in planning our future activities.

As allowed for small charities, receipts and payments accounts have been prepared for this Report. The Trustees confirm that the Trustees' Report and financial statements of The Women's Liberation Collective comply with the provisions set out in Charities SORP (FRS 102).

Our work has gone from strength to strength over the last year. Launching Irish context resources, alongside a tour of Irish services was joyous, as was seeing new courses available across the UK, Ireland and beyond. Seeing more women trained and learning from women about the many joys that come from owning their lives has made this year joyful and hope-filled.

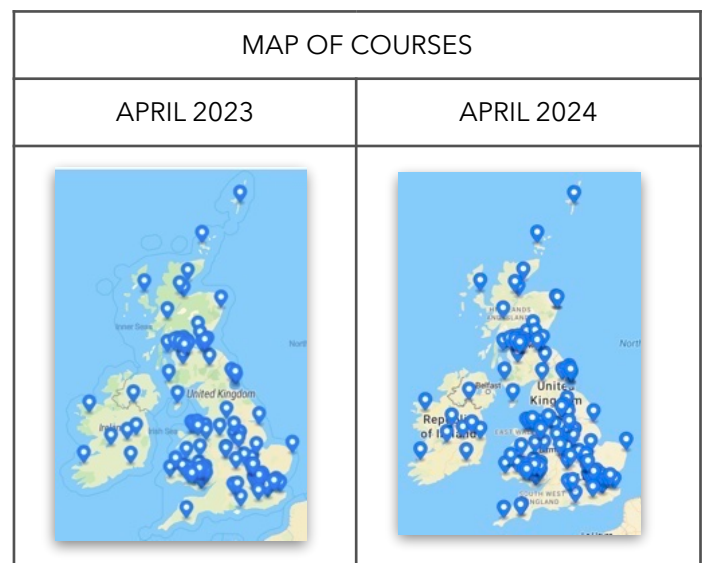


WHAT WE HAVE ACHIEVED



Comments from women who have participated in Own My Life courses across the UK and Ireland.

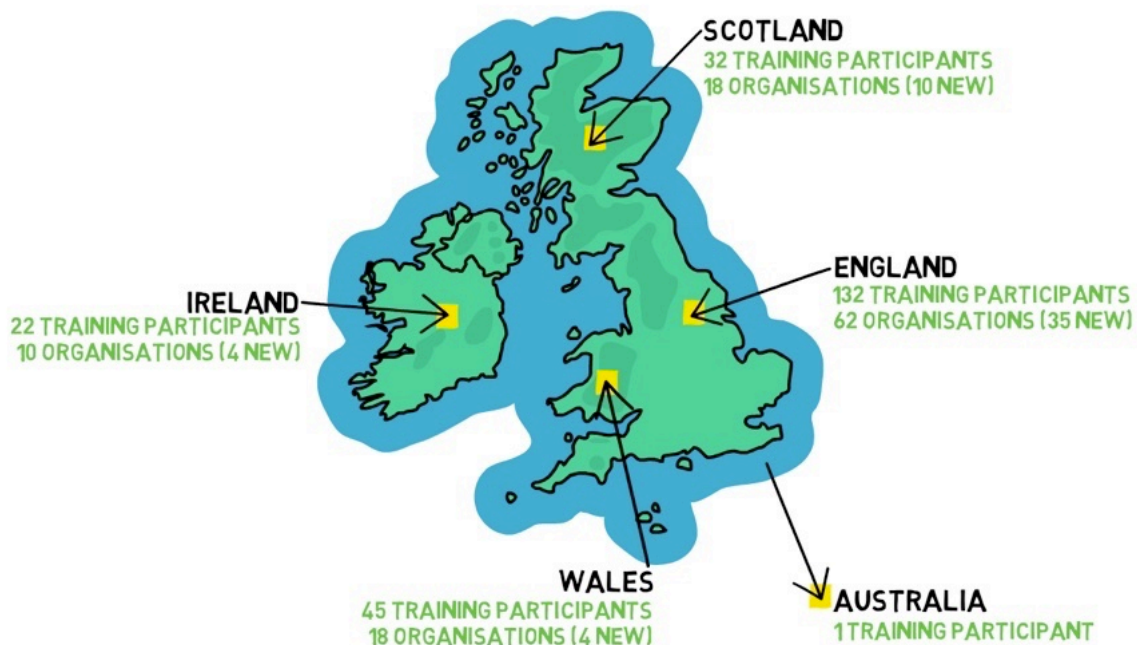
- 1. GROWTH:** We have seen more practitioners trained and new courses starting in new geographic areas across the UK and Ireland. We have increased awareness of our work and the effectiveness of what we do, particularly in our hope to see organisations outside of the domestic abuse sector engaging with our work.
- 2. CHEERING ON IRISH WOMEN:** Our Irish context Own My Story journal and videos have been widely welcomed by facilitators and organisations in the Republic of Ireland and it was joyous meeting so many women, organisations and their wider networks, especially being part of events organised by Irish Own My Life services, inspired by our Irish Tour.
- 3. FACILITATOR SUPPORT:** Along with our annual facilitator conference (and party for course participants), we have offered quarterly network sessions for facilitators, and offered a workshop for facilitators delivered by experts from the Power Threat Meaning Framework.
- 4. NEW RESOURCES:** We redeveloped our WoManual to improve the design for facilitation (it is now ring-bound and separate from the course journal). We also have begun offering large-print journals to ensure Own My Life is accessible to visually impaired women.



WHAT WE HAVE ACHIEVED

We delivered ten facilitator training events (over 10% increase from 2022/23). 232 practitioners trained as Own My Life course facilitators (44% more than in the last financial year). We offered 2-hour Zoom coaching sessions for all trained facilitators to increase their confidence and skill in online facilitation via Zoom. From our online Evaluation Station system we know that at least 458 women started Own My Life courses in 2023/24 (10% drop from 2022/23) and that we have provided 3,329 journals to services (30% increase from 2022/23), which represents up to 3,329 women who have accessed an Own My Life course in person or online in 2023/24.

10	Online facilitator training events delivered.	109	Organisations trained.
232	Practitioners trained.	3,329	Journals provided for women accessing courses.
69	Practitioners attended Zoom Coaching sessions.	458	Women (at least) have started Own My Life courses.



Map with numbers of trainees and organisations trained.

TOTAL IMPACT

Since 2019 we have:

- Trained 1,229 practitioners from 289 organisations.
- Provided 14,569 journals for women to attend Own My Life courses.

WHAT WOMEN SAY

Feedback from 207 women who have completed the Own My Life course

	BEFORE OWN MY LIFE	AFTER OWN MY LIFE
I feel like I am in control of my life and my future.	<p> ■ Definitely ■ Mostly ■ Sometimes ■ Never </p>	<p> ■ Definitely ■ Mostly ■ Sometimes ■ Never </p>
I can make sense of my life.	<p> ■ Definitely ■ Mostly ■ Sometimes ■ Never </p>	<p> ■ Definitely ■ Mostly ■ Sometimes ■ Never </p>
Overall, I feel good about my life.	<p> ■ Definitely ■ Mostly ■ Sometimes ■ Never </p>	<p> ■ Definitely ■ Mostly ■ Sometimes ■ Never </p>
I am as healthy as I can be.	<p> ■ Definitely ■ Mostly ■ Sometimes ■ Never </p>	<p> ■ Definitely ■ Mostly ■ Sometimes ■ Never </p>
I know where to go if I need help with difficulties in my life (e.g. money, health, job, education).	<p> ■ Definitely ■ Mostly ■ Sometimes ■ Never </p>	<p> ■ Definitely ■ Mostly ■ Sometimes ■ Never </p>
I like and feel safe in my neighbourhood and/or community.	<p> ■ Definitely ■ Mostly ■ Sometimes ■ Never </p>	<p> ■ Definitely ■ Mostly ■ Sometimes ■ Never </p>

WHAT WOMEN SAY

Feedback from 207 women who have attended the Own My Life course

	BEFORE OWN MY LIFE	AFTER OWN MY LIFE
I know what domestic abuse is.	<p> <ul style="list-style-type: none"> ■ Definitely ■ Mostly ■ Sometimes ■ Never </p>	<p> <ul style="list-style-type: none"> ■ Definitely ■ Mostly ■ Sometimes ■ Never </p>
I think that the things I see and hear in songs, newspapers, TV programmes, magazines, and adverts affect how I see myself and my life.	<p> <ul style="list-style-type: none"> ■ Definitely ■ Mostly ■ Sometimes ■ Never </p>	<p> <ul style="list-style-type: none"> ■ Definitely ■ Mostly ■ Sometimes ■ Never </p>
I feel in control of my finances/ money.	<p> <ul style="list-style-type: none"> ■ Definitely ■ Mostly ■ Sometimes ■ Never </p>	<p> <ul style="list-style-type: none"> ■ Definitely ■ Mostly ■ Sometimes ■ Never </p>
If I am a parent and am in contact with my children, I feel able to meet their needs.	<p> <ul style="list-style-type: none"> ■ Definitely ■ Mostly ■ Sometimes ■ Never </p>	<p> <ul style="list-style-type: none"> ■ Definitely ■ Mostly ■ Sometimes ■ Never </p>
If I am a parent, I am confident that my children know that I love them.	<p> <ul style="list-style-type: none"> ■ Definitely ■ Mostly ■ Sometimes ■ Never </p>	<p> <ul style="list-style-type: none"> ■ Definitely ■ Mostly ■ Sometimes ■ Never </p>

WHAT WOMEN SAY

Feedback from women who have attended an Own My Life course

IT'S THE BEST EXPERIENCE

IT'S THE INFORMATION TRANSFORMATION AND SUPPORT YOU NEED TO REBUILD YOURSELF AFTER ABUSE.

IT'S BEEN A LITERAL LIFE SAVER FOR ME. I WILL HEAL FROM THE TRAUMA AND WILL USE THE TOOLS THAT I HAVE LEARNED ABOUT ON THE COURSE TO BUILD A BETTER LIFE FOR MY KIDS AND MYSELF.

I FELT WORTHLESS & LIKE I WAS FIGHTING A LOSING BATTLE BEFOREHAND. NOW I FEEL LIKE I'VE DONE THE RIGHT THING, I DON'T FEEL TO BLAME FOR OTHERS' BEHAVIOURS & I UNDERSTAND HOW WHAT I WENT THROUGH ALL AFFECTS MY CHILDREN IN WAYS I DIDN'T EVEN CONSIDER.

UNDERSTANDING MYSELF BETTER. FEELING OF SUPPORT FROM PEOPLE THAT UNDERSTAND WHY I FEEL THE WAY I DO. REALISING IT WAS HIS CHOICE AND NOTHING I COULD HAVE DONE WOULD HAVE CHANGED THAT.

I HAVE BECOME MORE CONFIDENT AND ASSURED WITHIN MYSELF. I HAVE THE CONFIDENCE TO SORT OUT MY LIFE AND KEEP THE ABUSERS OUT OF IT.

I FEEL EMPOWERED WITH THE SUPPORT I HAVE RECEIVED. AND OWN MY LIFE HAS HELPED UNDERSTAND WHY MY EX STILL USES MY ADULT CHILDREN AGAINST ME. ALSO THE DAMAGE WHICH HAD BEEN DONE TO THEM GROWING UP.

IT WILL HELP YOU UNDERSTAND WHY YOU'RE FEELING THE WAY YOU ARE, AND MAKE YOU SEE YOU'RE NOT ALONE OR CRAZY! YOU WILL BELIEVE THAT LIFE CAN AND WILL GO ON.

I FEEL LIKE I CAN FINALLY UNBURDEN MYSELF WITH FEELINGS OF SHAME AND GUILT FOR BEING A VICTIM OF DOMESTIC VIOLENCE. I FEEL LIGHTER AND MORE POSITIVE. I'M PROUD I WAS ABLE TO INSPIRE OTHERS AND MAKE NEW FRIENDS!

THIS COURSE IS LIFE CHANGING.

I AM NOW ABLE TO OPEN UP ABOUT MY STRUGGLES AND ALSO I BUILT SISTERHOOD FOR LIFE.

TO FUND A PROJECT LIKE THIS WOULD HELP THOUSANDS OF PEOPLE. NOT JUST WOMEN WHO HAVE GONE THROUGH IT BUT WHOLE FAMILIES. THE EDUCATIONAL ASPECT CAN CHANGE THE WAY WOMEN VIEW THEMSELVES AND HELP PREVENT THEIR TRAUMA AFFECTING THEIR CHILDREN. I BELIEVE THIS COURSE HAS TRULY SAVED MY LIFE.

IT TAUGHT ME TO BE STRONG.

AFTER THIS COURSE YOU'LL FEEL LIKE YOU'VE BEEN REBIRTHED AS YOU'LL FIND YOUR LOST SELF.

I NOW REALISE I HAVE A HOPEFUL FUTURE.

THERE WAS SO MUCH OF THE COURSE THAT CHANGED MY WAY OF THINKING, THE VIDEOS WERE ALSO GOOD REGARDING STEREOTYPES, AS HAD NEVER REALLY THOUGHT OF IT THAT WAY BEFORE.

WHAT I LIKED MOST ABOUT THE JOURNAL WAS THAT I HAD TO REFLECT ON MY FEELINGS. MINE. NOT HIS. NOT ANYONE ELSE'S. MINE.

ALL I CAN SAY IS I AM NOW STRONGER, WHEN I HAVE TO SEE MY EX-HUSBAND, WHEN OUR PATHS CROSS, I THINK MORE OF OWN MY LIFE THAN ANYTHING ELSE BECAUSE I WILL NOT ALLOW MYSELF TO BECOME BITTER, I WILL NO LONGER WASTE MY TIME ON WHAT COULD HAVE BEEN, I WILL NO LONGER CARRY THE GUILT AND SHAME THAT I DIVORCED HIM.

IRISH TOUR

We loved travelling to the Republic of Ireland to launch Irish-context materials, here we share some of the highlights.



Our first stop was a presentation to women from Teach Tearmainn (both service users and staff).



Our next stop was with students aged 16 - 18 at Mountmellick Community School in Portlaoise.

We then did a presentation to a group of multi-agency partners from Ascend NTDC in Tipperary.



Next up was speaking at a conference with Laois Domestic Abuse Service.



We were the main presentation for Coolmine's International Women's Day multi-agency event.

We spoke at an International Women's Day event organised by Oasis House in Waterford to launch their new Own My Life course.



8. Our last event was an International Women's Day conference organised by Esker House in Athlone.



We travelled to County Kerry to meet with Kerry Refuge and Traveller women who love Own My Life.



CHANGING LIVES

"I didn't think I needed Own My Life because I'd had a number of abusive partners, and thought I knew everything I needed to about abuse. I went on the course anyway and the course taught me a lot. When I met a new partner I saw his abusive behaviours soon enough to end the relationship before it got bad.

My daughter was taken into care when she was only newly born because of one of the abusers. Because of all I have learned in Own My Life, I now have the ability and awareness to recognise abusive behaviours in any future relationships."

Gina*



Our CEO Natalie with Gina* and her baby.

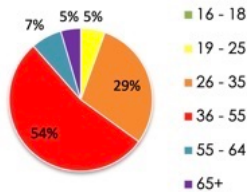
*Gina (not her real name) gave us permission to share her story and this image.

WHO ARE THE COURSE PARTICIPANTS?

For course participants who completed our Evaluation Station, we know that...

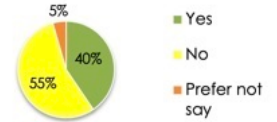
Age

The majority of participants were between 36 -55. There were no women under 18.



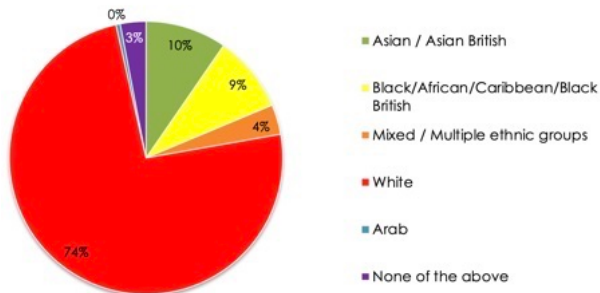
Disability

40% of women described themselves as having a disability. Of those with a disability; 44% had mental health problems; 25% had a longterm illness; 14% had a mobility impairment, 9% learning difficulties, 5% were Deaf/hearing impaired, 1% had a speech impairment; and 1% were Blind/sight impaired.



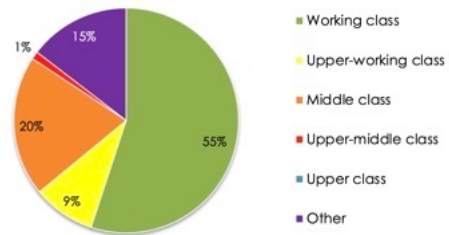
Ethnicity

74% of participants were white, 10% were Asian or Asian British, 9% were Black, African, Caribbean or Black British, and 4% were from mixed or multiple ethnic groups, 3% selected "none of the above", and >1% were Arab.



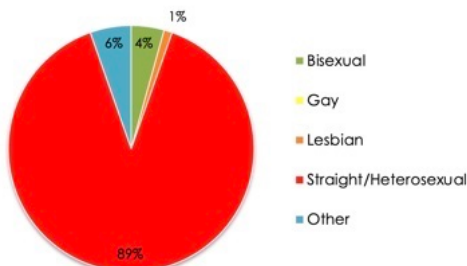
Class

When asked to identify their social class from a list 55% were working class, 20% were middle class, 15% were "other", 9% were upper-working class, 1% were upper-middle class,. No one identified as upper class.



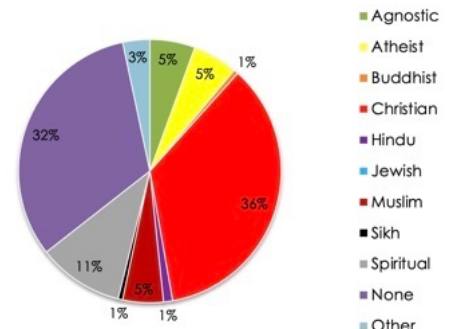
Sexuality

When asked to identify their sexuality from a list; 89% were straight, 4% bisexual, 6% chose "other", 1% lesbian. No participants identified as gay.



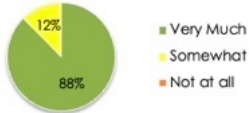
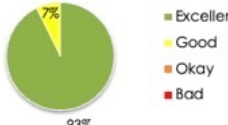

Religion and Belief

When asked to identify their faith from a list; 32% had no faith, 36% were Christian, 5% were Muslim, 5% were agnostic, 5% were atheists, 3% were "other", 1% were Buddhist, 11% were "spiritual", 1% were Hindu, and 1% were Sikh.



WHAT TRAINEES SAY

Feedback from practitioners who attended facilitator training

How much would you say the course has increased your knowledge?	 <ul style="list-style-type: none"> ■ Very Much ■ Somewhat ■ Not at all
How did you find the training overall?	 <ul style="list-style-type: none"> ■ Excellent ■ Good ■ Okay ■ Bad
Will the training change your practice?	 <ul style="list-style-type: none"> ■ Yes ■ No ■ Other

Practitioners' comments:

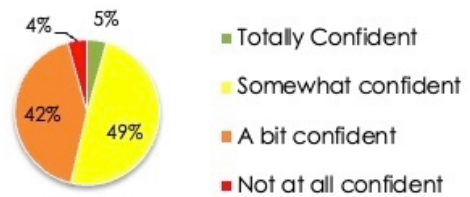


IMPACT OF ZOOM COACHING

Feedback from 69 practitioners who attended Own My Life Zoom coaching to equip them in delivering the course online

Participant tech literacy

There was a range of confidence with technology among those who participated in Zoom coaching. When asked what level of confidence they had about using technology; 11% were "not at all confident", 32% were "a bit confident", 49% were "mostly confident", and 11% were "not at all confident".



	BEFORE COACHING	AFTER COACHING																				
How confident were about delivering the Own My Life course via Zoom?	<table border="1"> <thead> <tr> <th>Confidence Level</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Totally Confident</td> <td>3%</td> </tr> <tr> <td>Somewhat confident</td> <td>10%</td> </tr> <tr> <td>A bit confident</td> <td>39%</td> </tr> <tr> <td>Not at all confident</td> <td>48%</td> </tr> </tbody> </table>	Confidence Level	Percentage	Totally Confident	3%	Somewhat confident	10%	A bit confident	39%	Not at all confident	48%	<table border="1"> <thead> <tr> <th>Confidence Level</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Totally Confident</td> <td>22%</td> </tr> <tr> <td>Somewhat confident</td> <td>67%</td> </tr> <tr> <td>A bit confident</td> <td>11%</td> </tr> <tr> <td>Not at all confident</td> <td>0%</td> </tr> </tbody> </table>	Confidence Level	Percentage	Totally Confident	22%	Somewhat confident	67%	A bit confident	11%	Not at all confident	0%
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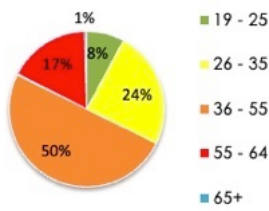


WHO ARE OUR TRAINEES?

For our 232 trainees we know that...

Age

The majority of trainees (50%) were between 36 -55. There were no women under 18.



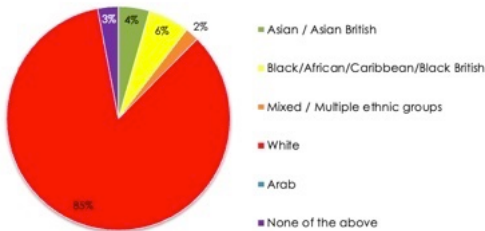
Disability

12% of women said they had a disability. Of those with a disability; 36% had mental health problems, 36% had a long term illness, 21% had learning difficulties, and 7% had a mobility impairment, and 7% were sight impaired/Blind.



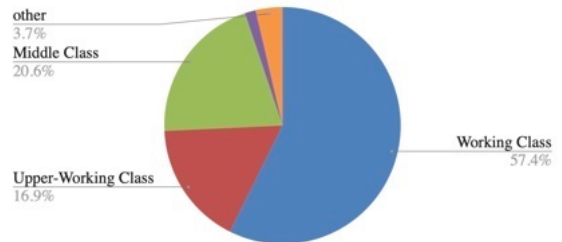
Ethnicity

85% of trainees were White, 6% were Black, African, Caribbean or Black British, 4% were Asian or Asian British, and 2% were from mixed or multiple ethnic groups, and 3% said they were none of the options offered.



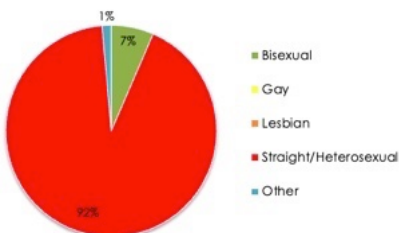
Class

When asked about their social class; 57.4% were working class, 20.6% middle class, 16.9% upper working class, 3.7% other and 1.3% upper middle class.



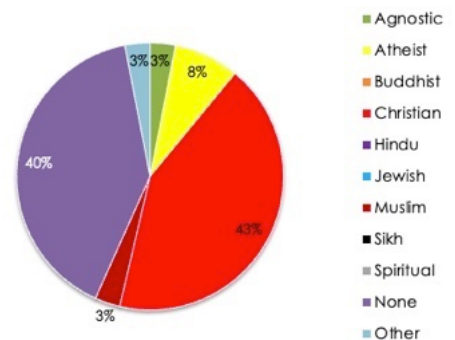
Sexuality

When asked about their sexuality; 92% were straight, 7% bisexual, 1% "other" and >1% (1 participant) were lesbian.



Religion and Belief

When asked about their faith; 42% were Christian, 40% had no faith, 8% were Atheist, 3% Muslim, 3% were Agnostic, 3% were "other", >1% (1 participant) were Sikh, and >1% (1 participant) were Jewish.



WHO ARE OUR TRAINEES?

All these brilliant women attended our training!



FINANCIAL REVIEW

During the period up to 31st March 2024, The Women's Liberation Collective received total income of £152,267 (2022/23: £118,958), of which £11,000 comprised grant funding and £2,460 came from donations. This income was attributable to charitable activities relating to delivering the Own My Life course.

Expenditure incurred for 2023/24 totalled £138,106 (2022/23: £129,425), all of which related to charitable activities. Currently, all those who work for us are self-employed, which means that our staffing costs are integrated within project costs, rather than being separate to them.

Total funds as at 31st March 2024 were £65,904 of which £8,300 represented restricted funds. Free reserves, representing unrestricted funds less tangible fixed assets totalled £57,604.

Our reserves policy can be found within our Financial Management Procedure [HERE](#).

STRUCTURE AND GOVERNANCE

Constitution

The Women's Liberation Collective was established in 2019 and achieved charitable status in 2019. The Women's Liberation Collective is a Charitable Incorporated Organisation and is constituted by its Articles of Association dated 15 July 2019.

Recruitment and election of trustees

When a vacancy in the Trustee Board occurs, care is taken to ensure that new Trustees are able to contribute effectively alongside the existing board by providing complementary skills. During the period up to 31st March 2024, the Charity has approved the following policies:

- ✓ Governance Policy
- ✓ Equal Opportunities
- ✓ Safeguarding Policy
- ✓ Financial Management Procedure
- ✓ Complaints Policy

Our Safeguarding, Complaints, Privacy, and Equal Opportunities policies are available on our website [HERE](#). A skills audit of the current Board of Trustees undertaken biennially. We have a trustee induction process for new trustees, which includes completion

of the skills audit and a 6-month trustee confirmation period.

Office holding trustees (Chair and Treasurer) are voted in for 3-years, with an opportunity for review at the charity AGM.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Charity's transactions and disclose with reasonable accuracy at any time the financial position of the Charity. They 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.

Approved by order of the members of the board of Trustees; Sarah Learmonth, (Shirley) Irene Hayes, Louise Tullin, Sadia Masud, Henu Cummins and Ebunoluwa Babarinde, signed on their behalf by:



Sarah Learmonth, Chairwoman | 17th September 2024

FINANCIAL REPORT

Our bankers are: Metro Bank PLC, One Southampton Row, London, WC1B 5HA

Period ending 31st March 2024				(2022/23)	(2021/22)	(2020/21)	(2019/20)
	Unrestricted funds	Restricted funds	Total funds	Total funds	Total funds	Total funds	Total funds
	£	£	£	£	£	£	£
Receipts							
Grant income	1,000	10,000	11,000	0	0	13,038	23,097
Donations	2,523	0	2,523	1,017	1,240	2,040	107
Primary Purpose Trading	137,966	0	137,966	117,789	131,102	83,485	0
Trading	855	0	855	152	414	0	0
Total receipts	142,344	10,000	152,344	118,958	132,756	98,563	23,204
Payments							
Charitable activities	136,331	1,700	138,031	129,301	94,956	86,740	10,340
Trading	450		450	124	354	0	0
Total payments	136,781	1,700	138,481	129,425	95,310	86,740	10,340
Net receipts	5,563	8,300	13,863	-10,467	37,446	11,823	12,864
Cash funds brought forward	51,666	0	51,666	62,133	24,687	12,864	0
Cash funds at the end of the period	57,229	8,300	65,529	51,666	62,133	24,687	12,864

Statement of assets and liabilities							
As at 31st March 2024				(2022/23)	(2021/22)	(2020/21)	(2019/20)
	Unrestricted funds	Restricted funds	Total funds	Total funds	Total funds	Total funds	Total funds
	£	£	£	£	£	£	£
Cash funds:							
Cash at bank	57,229	8,300	65,529	51,666	62,133	12,864	12,864
Total funds	57,229	8,300	65,529	51,666	62,133	24,687	12,864
Liabilities							
Spark Admin (March)	2,916	0	2,916	3,108	-	-	-
Resource orders	4,998	0	4,998	6,122	-	-	-
Development work	1,738	0	1,738	1,325	-	-	-
Other	0	0	0				
	9,652	0	9,652	10,555	19,608	-	-

Approved by the board of The Women's Liberation Collective.

Registered Charity No. 1184411

FINANCIAL REPORT

Our bankers are: Metro Bank PLC, One Southampton Row, London, WC1B 5HA

Restricted Funding

COMMUNITY FOUNDATION:

- * Amount from before April 2023: £0
- * Amount during reporting period: £10,000
- * For: Delivering an Own My Life Employability pilot project.
- * Amount spent: £1,700.
- * Funding must be spent by: June 2024.

Non-UK income/expenditure

The non-UK countries we worked with in this reporting period were the Republic of Ireland and Australia.

- ➔ Republic of Ireland:
 - * Primary purpose trading: £8,649.
- ➔ Australia:
 - * Primary purpose trading: £590

Unrestricted Funding

During the reporting period the majority of our unrestricted income came from primary purpose trading (PPT). This includes:

- ✓ Being paid to deliver training.
- ✓ Being paid to provide course materials (WoManuals, Journals, Resource Boxes) to those delivering the Own My Life course.

Any surplus from PPT has been (or will be) reinvested to further our charitable objects.

INCOME FROM PPT: £137,966.

AMOUNT SPENT: £136,331.

Largest Single Donor

Our largest donation from a single donor was £1,000.

For Profit Donations

We had no donations from for profit companies.

Related Persons Donations

Our largest donation from a related person (e.g. a trustee) was £1,000.

Trading

During the reporting period we have begun to sell products to raise funds for the charity. These include tea-towels, prints, and hoodies.

During the reporting period:

- ➔ Our trading turnover was £855.
- ➔ Money raised via trading was £405.

Donations from other countries

We had no donations from other countries in any of the following categories:

- ➔ Government/Quasi Government.
- ➔ Charities/NGOs.
- ➔ Private companies.
- ➔ Individual donors.
- ➔ Unknown.

Income from government contracts

We are formally commissioned by one local authority to train staff to run Own My Life. Our income from this was:

- ➔ £2,983

TRUSTEE REMUNERATION AND RELATED PARTIES

During the reporting period, the following reimbursements were made to Trustees:

Trustee Remuneration

No trustees (or any person connected to them) received remuneration for trustee duties during the reporting period. In the previous year (2022/23) Irene Hayes received reimbursement of expenses: £85

Fees received as a facilitator support person subcontracted to the charity (for one trustee) were as follows:

Trustee Remuneration

		Total	Total
		Period ending 31 March 2024	Period ending 31 March 2023
		£	£
Irene Hayes	Expenses	0	85
Sadia Masud	Co-training and facilitator support	125	3,575

Related parties

Spark is the self-employed partnership of Natalie Collins, founder of the Own My Life course and our CEO, and Andrew Collins. Prior to setting up the charity, Natalie was paid to deliver the Own My Life course via Spark. As Andrew provided administration support for Natalie's other work, the trustees were confident Andrew would be the best person to provide administration support to the charity. With the support of the trustees, Natalie and Andrew have chosen to remain self-employed. This reduces the workload and cost to the the charity (no payroll etc is needed) and allows Natalie and Andrew freedom to do work with other organisations.

Terms and conditions

Any operational matters which involve payments to Spark require trustee approval with Spark having only read-only access to the charity bank account. Spark's fees are discussed and approved by the trustees, with any changes to fees or responsibilities reviewed and voted on by trustees.

Related parties

	Total	Total
	Period ending 31 March 2024	Period ending 5 April 2023
Description of transactions	£	£
Spark (Training delivery)	36,620	27,000
Spark (Administration)	18,299	23,757
Spark (Resource provision)	33,296	39,202
Spark (CEO services)	13,200	17,040
Spark (Other)	3,534	4,985
Spark Total	104,949	111,984

INDEPENDENT EXAMINER'S REPORT

The Women's Liberation Collective
Charity Number 1184411

I report to the trustees on my examination of the accounts of the above charity, for the year ended 31st March 2024.

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

I report in respect of my examination of the Charity's accounts carried out under section 145 of the 201 Act, and in carrying out my examination, I have followed the applicable Directions given by the Charity Commission 145(5)(b) of the Act.

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

- Accounting records were not kept in accordance with section 130 of the Act, or
- The accounts do not accord with the accounting records.

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

Michael Hendy ACMA
Certax Accounting (Sunderland) Ltd.
14 Foyle Street
Sunderland
SR2 1LE
Independent Examiner

M Hendy

Michael Hendy ACMA | 17/09/2024

THANK YOU S

Course participants

You are the reason The Women's Liberation Collective exists! Your strength and courage are an absolute joy to us. Thank you for doing the work to own your lives and for being part of the Own My Life sisterhood. We are always cheering you on.

Facilitators

Thank you for partnering with us in sisterhood to enable the women you work with to take back ownership of their lives. The success of Own My Life is a testament to your skills, commitment and passion.

Louise's sponsors

Our trustee Louise is completing the London Classics later in 2024. Thank you to those of you who have already sponsored her in support our work.

Marna Carroll and Kathleen Maher

The wisdom each of you brought to the Irish-context translation has ensured it is truly meaningful for women's lives. Thank you also to your organisations Laois Domestic Abuse Service and Ascend NTC D for enabling you to spend the time working with us on the translation.

Anne Lyttle

Thank you for being one of our Trustees Board. We miss you and we're grateful for your contribution to the Board, thank you for working with us.

Liza Thompson

Through your tenacious leadership as our Chairwoman over the last 3.5 years, we have been able to build strong roots, with systems and processes that have empowered us to grow healthily and joyfully. Thank you for all your work with us. We miss you!

Our Supporters

To those who have financially supported our work, or otherwise cheered us on, we are so grateful to you. Your support enables us to make the biggest difference to women's lives.

Louise Bryant

Thank you for being willing to include women from all over the UK (and the world!) on the courses you run.

THANK YOU S

Irish Services

Dear Teach Tearmaine, Laois Domestic Abuse Service, Ascend NTDC, Coolmine, Kerry Refuge, Oasis House, and Esker House, thank you for a wonderful Irish welcome and for enabling us to tour Southern Ireland. We love you all!

Paul Johnston

Thank you for your pro-bono tech wizardry, which helped us to work out a solution to our administrative technical issues.

Carol Meredith

Thank you for bolstering our funding application confidence and skills. We're grateful to have you in the Own My Life sisterhood.

Amanda Griffiths and Jan Bostock

Your Power Threat Meaning Framework workshop for Own My Life facilitators was brilliant, thank you for volunteering your time, skills and wisdom to support our facilitators.

Community Foundation

We are so grateful to the funding you have provided to enable us to pilot an employability course. We know it's going to make a huge positive difference to women's lives.

Golden Bottle Trust

Thank you for your incredibly generous donation of £1,000. We are excited to be able to use it to make the biggest difference to women's lives.

Filia

Thank you for having us on your podcast, to Sally Jackson for being a great interviewer and for making space for our celebratory vulva tea towels at your conference.

Sinead Butler and Sara Wallace

Thank you to you and your organisations (Ruhama and Esker House) for your help with our Irish Intersectionality video, we couldn't have made it without you!

The Co-op Centre
Sunderland, SR2 8AH
Phone: 07818 328391
www.ownmylifecourse.org/wlc
info@ownmylifecourse.org



THE WOMEN-S LIBERATION COLLECTIVE

England & Wales - Charity number 1184411

Accounts



ANNUAL
REPORT

Registered Charity
1184411

For the period ended 31st March 2023

www.ownmylifecourse.com/wlc

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WELCOME

Chairwoman's Report

Welcome to our annual report for April 2022 - March 2023. We have had a busy year! We're delighted that all of our materials have been CPD accredited with strong praise given by the assessor. We have developed our Expectations of Sisterhood which support course facilitators and participants in ensuring the course is run ethically and positively. Our development of excellent support resources for facilitators including new course videos and activities, along with drop-in sessions, workshops and our annual conference, have made such a difference to women accessing Own My Life courses and those facilitating the course.

Our objectives for 2022/23 were set in June 2021 and we allowed ourselves until March 2023 to complete them. We are delighted to have achieved so many of our goals:

PRIORITY 1: STRENGTHEN ORGANISATIONAL STRUCTURE

- ▶ Our Trustee Board has benefitted from a bi-annual policy review scheduled, which has enabled us to retain high legal and ethical standards. We also enjoyed our first trustee and team weekend away in Broadstairs, with opportunities for sisterhood, organisational development, fun and fish and chips!

PRIORITY 2: SOLIDIFYING FUNDING STREAMS

- ▶ Development of e-Learning platform: We have soft-launched Own My Life Discovery, a subscription based online platform utilising Own My Life course content, and have exciting plans to grow this platform over the next year.
- ▶ Build the number of training events: We have delivered 8 training events over the reporting period, with one training event which required a co-trainer allowing us to accommodate up to 30 trainees.
- ▶ Increase number of trainees in each training event: Three of our training events had an increase in trainees to require a co-trainer and were able to accommodate up to 30 trainees. With only one trainer, we can run training with up to 24 trainees.

PRIORITY 3: DEVELOPMENT OF FINANCIAL SYSTEMS

- ▶ Recruitment of a financial trustee: We are still in the process of recruiting a Treasurer, but have some strong candidates and are confident we will have an skilled finance trustee in place within the next year.

PRIORITY 4: EXPAND REACH

- ▶ Develop a marketing plan for Own My Life Discovery: We have developed a comprehensive marketing plan and developed our database of existing trained services. This will enable us to better support those running Own My Life and open up opportunities for to see Own My Life offered in new areas and types of services.
- ▶ Videos and journals translated: The Own My Story journal can now be purchased in Welsh and most of the Own My Life course videos are available on our e-Hub in Welsh.

We have achieved so much more than what we set out to do this year including:

- ▶ Develop structures: Our Expectations of Sisterhood are now used across our work; we use these to ensure that women accessing Own My life and those facilitating the course are well supported throughout.
- ▶ Develop a marketing plan for Own My Life Discovery: We have developed a comprehensive marketing plan and developed our database of existing trained services. This will enable us to better support those running Own My Life and enable us to develop opportunities for growth.

Chairing the charity has been a delight for the past year, and I am proud of how we have enhanced our offer to services and consolidated our work. The Board love being part of the Own My Life team, resourcing practitioners across the UK and Ireland and seeing Own My Life make a transformative difference to women's lives.



Liza Thompson, Chairwoman | 2nd June 2023

CEO REFLECTIONS

CEO's Report

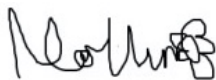
What a year we have had! Not only have we trained almost 200 practitioners to deliver the Own My Life course with women, we have also seen thousands of women access courses across the UK and Ireland.

Over 2022/23 we have had wonderful opportunities to shift from working very organically to becoming more strategic in our approach. Our training has all been CPD accredited (with highly complementary comments from our assessor!). We've worked hard to build a comprehensive database, which will enable us to better support those who run the course. We are committed to seeing women get their best support possible from services and so in this year we have developed our Expectations of Sisterhood to encourage and support organisations running Own My Life to do so in ways that ensure both facilitators and women accessing courses are well-supported.

We have also run drop-in sessions and our annual conference to support facilitators. I spent much of March 2023 speaking with course facilitators; learning about the ways Own My Life has been transformational for them and the women they work with. We are incredibly grateful for practitioners' openhearted and openminded approach to our training and their delivery of the Own My Life course.

We have also expanded the products in our online shop, with beautiful prints and vulva tea-towels(!) available which raise money for our work. We've worked with brilliant female artists on these projects and already have ideas for new products to get designed!

I am incredibly proud that we have achieved so much this year. I am grateful to be part of a precious sisterhood and can't wait to see what's next!



Natalie Collins, CEO | 2nd June 2023

VISION & MISSION

The Women's Liberation Collective was registered as a Charitable Incorporated Organisation on 15th July 2019.

1

Our vision

A world where women are liberated from male violence and control.

2

Our values

WOMAN-CENTRED: Women and their needs are at the centre of everything we do. Our aim to prioritise women is in accordance with the Equality Act 2010 in which "sex" is a protected characteristic.

LIBERATION: We seek to ensure that all women we reach experience equality of opportunity: we also aim to move beyond equality, and work towards a world where women are liberated from male violence and control.

RESISTANCE: This resistance is both collective and individual. As an organisation we will resist the oppression of women and the ways patriarchy harms us all. Alongside this, we recognise that all women find creative ways to resist abusers. Rather than this resistance being honoured, women are often met with scorn and blame. Our work seeks to honour and mobilise women's resistance to abuse and patriarchy.

INTEGRITY: We hold ourselves to a high ethical standard, striving to act honestly, fairly and consistently and using power wisely and well.

COLLABORATION: We foster collaborative spaces which build sisterhood and resist competitive attitudes. We will work together with charities and other partner organisations to achieve our goals.

3

Our Mission Statement

We will equip, train and educate women, so that they can take back ownership of their lives from male abusers. We will also work in wider society, to prevent abuse.

BOARD OF TRUSTEES

The Trustees present their Report together with the financial statements for the period ended of 6 April 2022 to 31 March 2023 for The Women's Liberation Collective, a Charitable Incorporated Organisation ("the Charity").

The Women's Liberation Collective provides resources for women who have been subjected to men's violence; and for organisations responding to men's violence and their practitioners to use with women.

We do this through the Own My Life course, an innovative, creative and educational 12-week course for women.

Our trustees are:

- ▶ (Shirley) Irene Hayes
- ▶ Liza Thompson
- ▶ (Florence) Anne Lyttle
- ▶ Louise Tullin
- ▶ Sadia Masud
- ▶ Henu Cummins

The purposes of the charity as set out in our governing document are:

- ▶ To preserve and protect the health of women and relieve the distress and psychological, emotional and

physical suffering experienced as a result of violence against women.

- ▶ To promote best practice and understanding among the public, voluntary and statutory agencies in all matters relating to violence against women and their families and other forms of abuse, their causes, remedies and prevention.

Through the Own My Life course we support organisations and practitioners to enable women to regain ownership of their lives when they have been subjected to abuse or violence by men. This is done through short videos, structured discussions, group and individual activities, and a comprehensive learning journal. It uses multimedia content to explain complex concepts about trauma and abuse in easy to understand video clips, along with videos which evidence how popular culture reinforces or perpetuates sexism, rape culture, violence, misogyny, disrespect in relationships and abusive behaviour.

We have referred to the guidance contained in the Charity Commission's general guidance on public benefit and Code of Governance when reviewing our aims and objectives,

governance arrangements and in planning our future activities.

As allowed for small charities, receipts and payment accounts have been prepared for this Report. The Trustees confirm that the Trustees' Report and financial statements of The Women's Liberation Collective comply with the provisions set out in Charities SORP (FRS 102).

This has been a year of consolidation, much of the work has been done behind the scenes to ensure we have a strong foundation for greater growth. We are proud to have worked hard to support Own My Life facilitators in their work with women, and are committed to ensure that those working with women subjected to abuse are resourced in joyful, liberating ways.

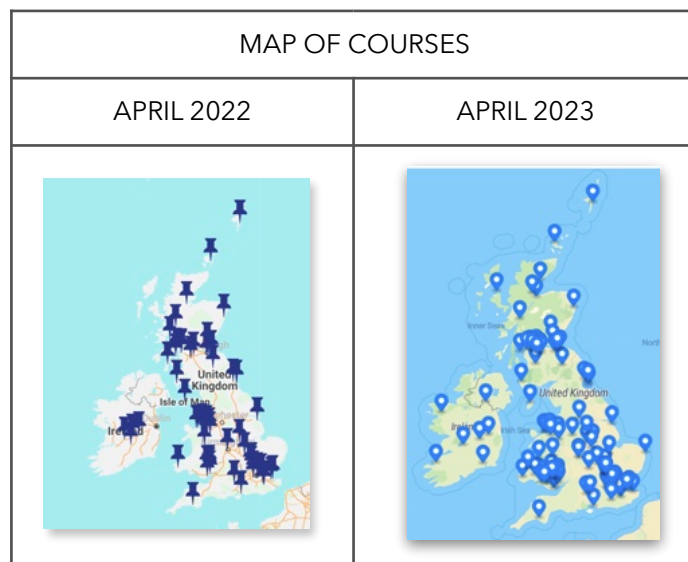


WHAT WE HAVE ACHIEVED



Comments from women who have participated in Own My Life courses across the UK and Ireland.

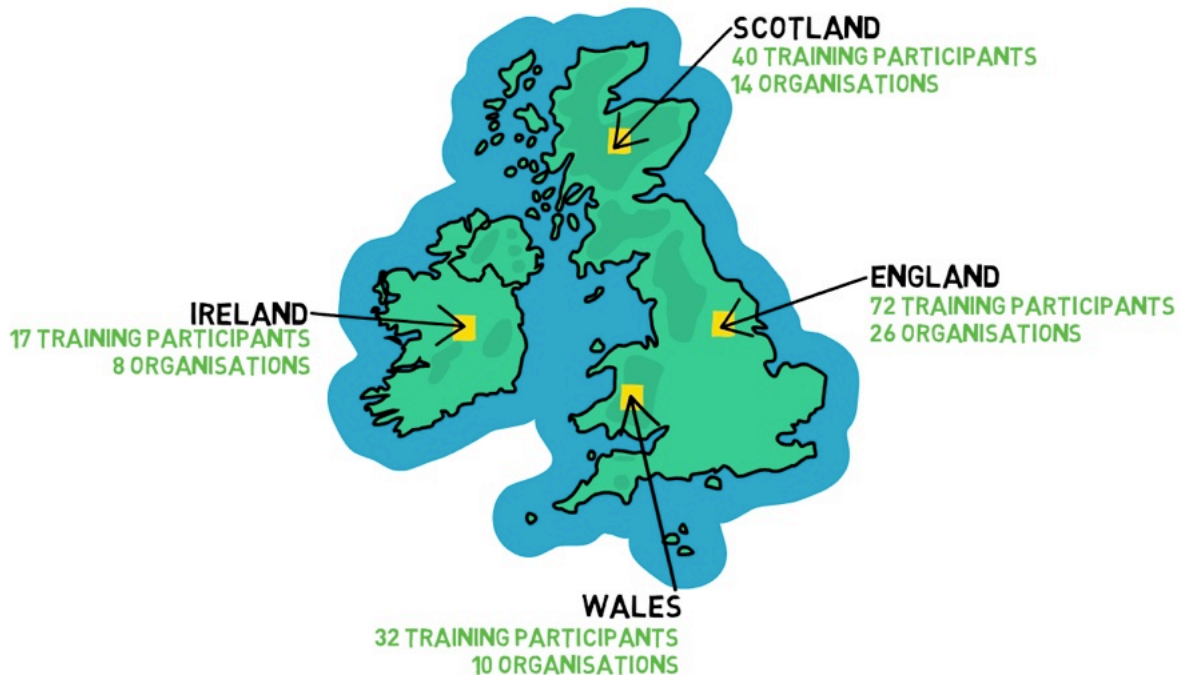
- 1. EXPECTATIONS OF SISTERHOOD:** We are committed to ensuring that every woman who accesses the Own My Life course has a life-changing, positive experience, which aligns with our core values and principles. In this reporting period we have developed our Expectations of Sisterhood which encompass how trainees and their organisation engages with Own My Life training and delivery.
- 2. STRATEGIC DEVELOPMENT:** We have developed a comprehensive database and ensure all organisations running Own My Life courses are included within it, along with systems to ensure we are focussing our energies on the right geographic areas and organisations. We have also had all our training CPD accredited!
- 3. FACILITATOR SUPPORT:** Along with our annual facilitator conference (and party for course participants), we have offered drop-in sessions for facilitators, organised an in-person meet-up at the Million Women Rise March, and offered a workshop for facilitators delivered by experts in the Power Threat Meaning Framework.
- 4. NEW RESOURCES:** We developed three new Own My Life course videos. "Positive Relationships" focusses on the ways a healthy partner should behave. "We Are Superpowered" gives a strengths-based approach to trauma responses and celebrates the ways traumatised people survive. "Sisterhood" celebrates women's participation in the Own My Life course. We have also developed a large-print journal for women with additional visual needs, and the journal and course videos are available in Welsh.



WHAT WE HAVE ACHIEVED

We delivered nine facilitator training events (10% decrease from 2021/22). 161 practitioners trained as Own My Life course facilitators (22% less than last financial year). We offered 2-hour Zoom coaching sessions for all trained facilitators to increase their confidence and skill in online facilitation via Zoom. From our online Evaluation Station system we know that at least 511 women started online courses in 2022/23 (7.6% rise from 202/21) and that we have provided 2555 journals to services (12% increase from 2020/21), which represents up to 2863 women who have accessed the Own My Life course in person or online in 2022/23.

8	Online facilitator training events delivered.	58	Organisations trained.
161	Practitioners trained.	2,863	Journals provided for women accessing courses.
62	Practitioners attended Zoom Coaching sessions.	511	Women (at least) have started online courses.



Map with numbers of trainees and organisations trained.

WHAT WOMEN SAY

Feedback from 186 women who have completed the Own My Life course

	BEFORE OWN MY LIFE	AFTER OWN MY LIFE
I feel like I am in control of my life and my future.	<p>10% 21% 55% 14%</p> <ul style="list-style-type: none"> Definitely Mostly Sometimes Never 	<p>1% 17% 46% 36%</p> <ul style="list-style-type: none"> Definitely Mostly Sometimes Never
I can make sense of my life.	<p>10% 23% 55% 12%</p> <ul style="list-style-type: none"> Definitely Mostly Sometimes Never 	<p>1% 15% 41% 43%</p> <ul style="list-style-type: none"> Definitely Mostly Sometimes Never
Overall, I feel good about my life.	<p>8% 22% 57% 13%</p> <ul style="list-style-type: none"> Definitely Mostly Sometimes Never 	<p>1% 15% 41% 43%</p> <ul style="list-style-type: none"> Definitely Mostly Sometimes Never
I am as healthy as I can be.	<p>4% 26% 24% 46%</p> <ul style="list-style-type: none"> Definitely Mostly Sometimes Never 	<p>1% 13% 23% 63%</p> <ul style="list-style-type: none"> Definitely Mostly Sometimes Never
I know where to go if I need help with difficulties in my life (e.g. money, health, job, education).	<p>1% 13% 23% 63%</p> <ul style="list-style-type: none"> Definitely Mostly Sometimes Never 	<p>3% 10% 29% 58%</p> <ul style="list-style-type: none"> Definitely Mostly Sometimes Never
I like and feel safe in my neighbourhood and/or community.	<p>6% 30% 37% 27%</p> <ul style="list-style-type: none"> Definitely Mostly Sometimes Never 	<p>3% 11% 46% 40%</p> <ul style="list-style-type: none"> Definitely Mostly Sometimes Never

WHAT WOMEN SAY

Feedback from 186 women who have attended the Own My Life course

	BEFORE OWN MY LIFE	AFTER OWN MY LIFE
I am as healthy as I can be.	<p>12% 11% 46% 31% Definitely Mostly Sometimes Never</p>	<p>4% 23% 51% 22% Definitely Mostly Sometimes Never</p>
I know what domestic abuse is.	<p>0% 49% 35% 16% Definitely Mostly Sometimes Never</p>	<p>10% 0% 0% 90% Definitely Mostly Sometimes Never</p>
I think that the things I see and hear in songs, newspapers, TV programmes, magazines, and adverts affect how I see myself and my life.	<p>14% 21% 47% 18% Definitely Mostly Sometimes Never</p>	<p>10% 42% 34% 14% Definitely Mostly Sometimes Never</p>
I feel in control of my finances/ money.	<p>10% 42% 34% 14% Definitely Mostly Sometimes Never</p>	<p>3% 42% 38% 17% Definitely Mostly Sometimes Never</p>
If I am a parent and am in contact with my children, I feel able to meet their needs.	<p>2% 48% 39% 11% Definitely Mostly Sometimes Never</p>	<p>4% 2% 73% 21% Definitely Mostly Sometimes Never</p>
If I am a parent, I am confident that my children know that I love them.	<p>7% 0% 14% 79% Definitely Mostly Sometimes Never</p>	<p>10% 1% 0% 89% Definitely Mostly Sometimes Never</p>

WHAT WOMEN SAY

Feedback from women who have attended the Own My Life course

THIS COURSE SHOULD BE INTEGRATED IN THE HR TRAININGS OF ALL COMPANIES SINCE THERE ARE A LOT OF WOMEN THAT MAY BE IN THE ABUSIVE RELATIONSHIPS AND WOULD NOT KNOW WHERE TO START TO EVEN START MAKING A CHANGE.

OWN MY LIFE WORKS AS BUILDING BLOCKS FOR US TO LOOK BACK AT OUR EXPERIENCES FOR OURSELVES IN A SAFE AND TRUSTED ENVIRONMENT. WE ALL SIT BETTER AT THE END OF THE 12 WEEKS; WE WALK AWAY AS A GROUP - A FAMILY ALMOST.

THIS COURSE HAS CHANGED MY LIFE. IT HELPED ME TO IDENTIFY THOSE BEHAVIOURS IN MY HUSBAND THAT FELT ABUSIVE TO ME BUT I DIDN'T *KNOW* WHY THEY FELT ABUSIVE. WHEN I UNDERSTOOD FOR THE FIRST TIME IN MY LIFE ALL THE LITTLE INSIDIOUS BEHAVIOURS THAT MADE ME FEEL BAD ABOUT MYSELF OR ASHAMED OF MY BODY OR ISOLATED AND CONTROLLED. IT WAS LIKE A PRISONER BEING LET OUT OF PRISON.

THERE ARE THOUSANDS OF WOMEN SUFFERING ABUSE FROM THEIR PARTNERS AFFECTING THEIR CHILDREN TOO. THIS COURSE PROVIDES A SAFE ENVIRONMENT WHERE THEY CAN FACILITATE THE HELP THEY NEED TO REBUILD THEIR LIVES AND GAIN THE STRENGTH NEEDED TO CHANGE THEIR LIVES FOR THE BETTER!

OWN MY LIFE GIVES WOMEN ANOTHER CHANCE TO ENJOY LIFE WITHOUT CONSTANT FEAR AND CONFUSION.

I DIDN'T UNDERSTAND ANYTHING BEFORE OWN MY LIFE, BUT NOW I DO AND I FEEL LIKE I CAN MOVE FORWARD.

OWN MY LIFE TEACHES WOMAN THAT THEY AREN'T GOING CRAZY AND THAT OTHERS DO BELIEVE THEM.

THIS COURSE IS ESSENTIAL FOR WOMAN WITH AN ABUSIVE PARTNER, TO RECOGNISE THE POSITION THEY AND THEIR CHILDREN ARE IN, TO START A NEW LIFE WITH THE TOOLS THEY NEED.

THE JOURNAL PRINT AND PAPER QUALITY WAS EXCELLENT (NOT LIKE OTHER COURSE HANDOUTS) SO IT MEANS THE JOURNAL IS RESPECTED, HAS MEANING AND LONGEVITY.

THIS COURSE CHANGED THE WAY I VIEW MYSELF, IT RAISED MY CONFIDENCE IN MYSELF AND HELPED ME TO FEEL GOOD ENOUGH TO TRUST MYSELF, APPLY FOR A JOB I HAD NO PREVIOUS EXPERIENCE IN AND MAKE HEALTHY DECISIONS FOR MYSELF.

THAT IS THE BEST GIFT YOU CAN GIVE TO WOMEN. A GIFT OF HEALING, A GIFT OF BEING HEARD, A GIFT OF BUILDING CONFIDENCE.

OWN MY LIFE CHANGED MINE AND MY CHILD'S LIFE.

THE COURSE SHOWS THAT SOMEONE ACTUALLY CARES ABOUT ME WHICH IS SOMETHING I NEEDED WHEN I FELT LIKE NO ONE ELSE DID. IT GAVE ME A REASON TO CARE ABOUT MYSELF.

AMANDA'S STORY

Amanda attended the Own My Life course in Northamptonshire. This is her story.

To be honest, I wasn't interested in the Own My Life course. I'd been on loads of other domestic abuse courses and they hadn't helped. In fact, they'd left me feeling even more isolated. I can't tell you how glad I am I decided to try the course anyway.

Back in 2018, I'd been arrested for stuff my abusive partner had coerced me into, but the backlog of COVID meant I was halfway through attending an online Own My Life course when I had to go to court.

I felt really hopeless. I was learning so much on the course, but was now facing a prison sentence. On the morning of court, I packed three sets of clothes for my kids, not knowing whether I would be coming home to them. I hadn't told them what was going on. It was heart-breaking saying goodbye to my kids with no idea if I would see them later that day or be going to prison.

Prior to attending the Own My Life course, I was constantly being silenced. I thought I had to help my abusive ex-partner. His family kept putting it onto me to help him, but the course showed me that wasn't helping me or my kids. My kids were on child protection. It was terrifying. Social services treated me as a monster and I questioned myself all the time. It was like we were on two different planets, talking different languages. The Own My Life course gave me the tools to be able to work with the social workers, not against them.

The Own My Life course was the only thing that gave me a voice. I'd felt like I was in a black hole all by myself, but the course changed all that. The course gave me the courage to fight for everything. I knew that he would no longer have control over my life, he would get nothing from me anymore. He couldn't use me. That it would be over.

The school were putting the kids into counselling during their lessons, which was getting in the way of their friendships. The course gave me the courage to go to the school and challenge how they were working with the kids. I was able to talk the same language as them and I was confident in what I was saying, so they listened to me and things changed for the better. The kids counselling took place outside of school time, which hugely improved their experience of school.

When I went to court, I was able to hold my head up high and stand up straight. You gave me the tools and confidence to face the situation. Prior to that I was cowered and subdued. I'd given up. I didn't have anyone to fight my corner. You made me a stronger person than I've ever been in my life. Even though I'm on my own, through Own My Life, I learned I don't need someone else to fight my corner, you gave me the tools to do it for myself!

I got a suspended sentence in court, with the judge recognising that I'd turned my life around. I even got an apology from the child protection chair, who acknowledged that she'd "seriously misjudged me"!

The impact has been bigger than just me. Three years ago I had three very scared and clingy children. Now they've got so much enjoyment in life! Not only did I go home to them that day after court, seeing mummy stronger has made them stronger.

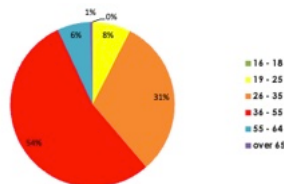


WHO ARE THE COURSE PARTICIPANTS?

For the course participants who completed our online evaluation, we know that...

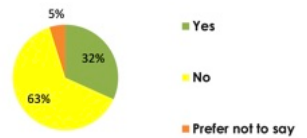
Age

The majority of participants were between 36 -55. There were no women under 18.



Disability

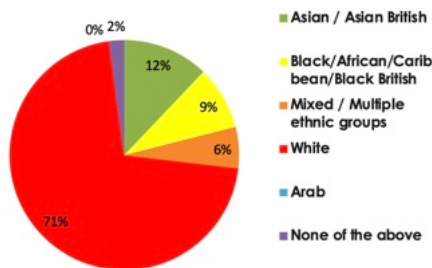
32% of women described themselves as having a disability.



Of those with a disability; 50% had mental health problems; 25% had a longterm illness; 8% learning difficulties; 8% had a mobility impairment; 1% had a speech impairment; and >1% were Deaf/hearing impaired.

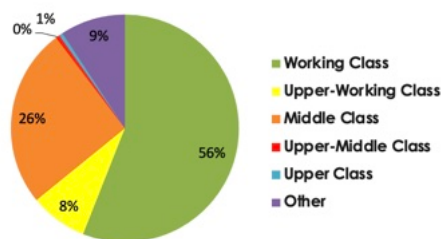
Ethnicity

71% of participants were white, 12% were Asian or Asian British, 9% were Black, African, Caribbean or Black British, and 6% were from mixed or multiple ethnic groups, and 2% selected "none of the above".



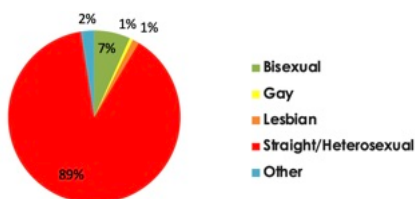
Class

When asked to identify their social class from a list 56% were working class, 26% were middle class, 9% were "other", 8% were upper-working class, 1% were upper class, >1% were upper-middle class, 1% were "other". 1 person (under 0.5% identified as upper-middle class).



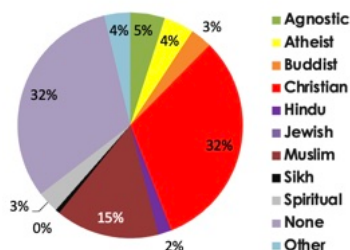
Sexuality

When asked to identify their sexuality from a list; 89% were straight, 7% bisexual, 1% lesbian, 1% gay and 2% chose "other".



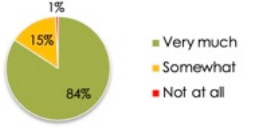
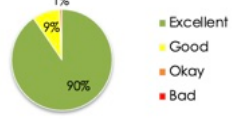
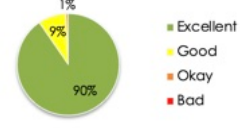
Religion and Belief

When asked to identify their faith from a list; 32% had no faith, 32% were Christian, 15% were Muslim, 5% were agnostic, 4% were atheists, 4% were "other", 3% were Buddhist, 3% were "spiritual", 2% were Hindu, and >1% were Sikh.



WHAT TRAINEES SAY

Feedback from practitioners who attended facilitator training

How much would you say the course has increased your knowledge?	 <ul style="list-style-type: none"> Very much Somewhat Not at all
How did you find the training overall?	 <ul style="list-style-type: none"> Excellent Good Okay Bad
Will the training change your practice?	 <ul style="list-style-type: none"> Excellent Good Okay Bad

Practitioners' comments:

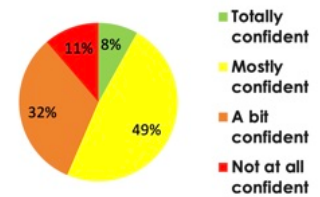


IMPACT OF ZOOM COACHING

Feedback from 97 practitioners who attended Own My Life Zoom coaching to equip them in delivering the course online

Participant tech literacy

There was a range of confidence with technology among those who participated in Zoom coaching. When asked what level of confidence they had about using technology; 11% were "not at all confident", 32% were "a bit confident", 49% were "mostly confident", and 11% were "not at all confident".



	BEFORE COACHING	AFTER COACHING																				
How confident were about about delivering the Own My Life course via Zoom?	<table border="1"> <thead> <tr> <th>Confidence Level</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Totally confident</td> <td>2%</td> </tr> <tr> <td>Mostly confident</td> <td>8%</td> </tr> <tr> <td>A bit confident</td> <td>43%</td> </tr> <tr> <td>Not at all confident</td> <td>47%</td> </tr> </tbody> </table>	Confidence Level	Percentage	Totally confident	2%	Mostly confident	8%	A bit confident	43%	Not at all confident	47%	<table border="1"> <thead> <tr> <th>Confidence Level</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Totally confident</td> <td>0%</td> </tr> <tr> <td>Mostly confident</td> <td>74%</td> </tr> <tr> <td>A bit confident</td> <td>19%</td> </tr> <tr> <td>Not at all confident</td> <td>7%</td> </tr> </tbody> </table>	Confidence Level	Percentage	Totally confident	0%	Mostly confident	74%	A bit confident	19%	Not at all confident	7%
Confidence Level	Percentage																					
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Confidence Level	Percentage																					
Totally confident	0%																					
Mostly confident	74%																					
A bit confident	19%																					
Not at all confident	7%																					

THIS COACHING WILL HELP WITH ALL MY OTHER MEETINGS ONLINE TOO.

IT HAS BEEN A VERY USEFUL TRAINING, I'VE BEEN USING ZOOM FOR A WHILE BUT NEVER TAUGHT ABOUT THE DIFFERENT FUNCTIONS! THANK YOU.

THE ZOOM COACHING WAS SOOO WORTHWHILE. I WOULDN'T FEEL AS CONFIDENT TACKLING ONLINE DELIVERY ON MY OWN.

I WOULD RECOMMEND THIS ZOOM SESSION TO ANYONE STRUGGLING TO USE ZOOM OR FACILITATE ONLINE. IT'S AN EXTREMELY HELPFUL COURSE.

JO'S EASY STYLE OF EXPLAINING THINGS MAKES THINGS EASIER.

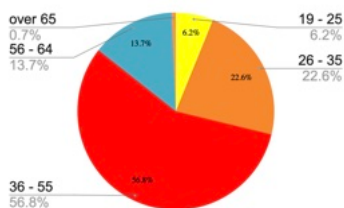
I FEEL A LOT BETTER ABOUT FACILITATING OVER ZOOM NOW I'VE DONE THIS SESSION.

WHO ARE OUR TRAINEES?

For our 146 trainees we know that...

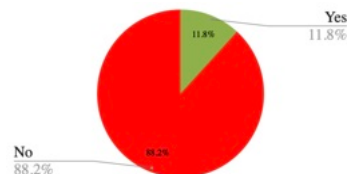
Age

The majority of trainees (56.8%) were between 36 -55. There were no women under 18.



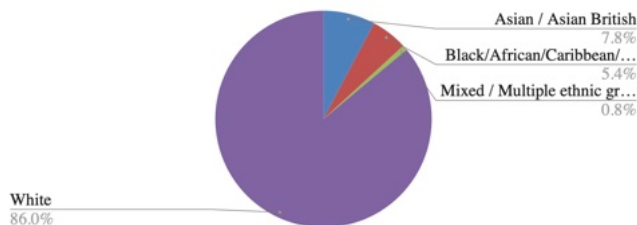
Disability

11.8% of women said they had a disability. Of those with a disability; 46.7% had mental health problems, 46.7% had a long term illness, and 6.7% were Deaf/hearing impaired or had a sight impairment.



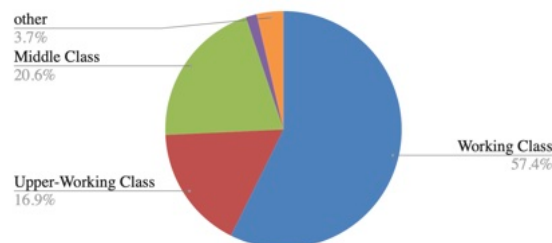
Ethnicity

86% of trainees were White, 7.8% were Asian or Asian British, 5.4% were Black, African, Caribbean or Black British, and 0.8% were from mixed or multiple ethnic groups.



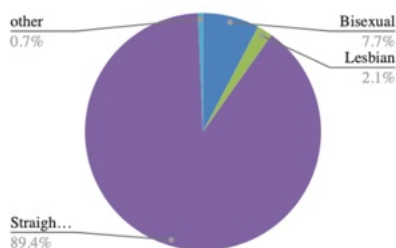
Class

When asked about their social class; 57.4% were working class, 20.6% middle class, 16.9% upper working class, 3.7% other and 1.3% upper middle class.



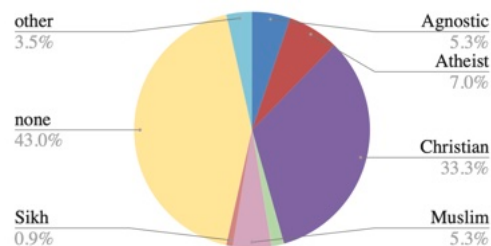
Sexuality

When asked about their sexuality; 89.4% were straight, 7.7% bisexual, 2.1% lesbian and 0.7% other.



Religion and Belief

When asked about their faith; 43% had no faith, 33.3% were Christian, 7% were Atheist, 5.3% were Agnostic, 5.3% Muslim, 3.5% were "other", 1.4% were Hindu, and 0.9% were Sikh.



FINANCIAL REVIEW

During the period up to 31st March 2023, The Women's Liberation Collective received total income of £118,958 (2021/22: £132,756), of which £0 comprised grant funding and £1017 came from donations. This income was attributable to charitable activities relating to delivering the Own My Life course.

Expenditure incurred for 2022/23 totalled £129,425 (2021/22: £95,310), all of which related to charitable activities. Currently, all those who work for us are self-employed, which means that our staffing costs are integrated within project costs, rather than being separate to them.

Total funds as at 31st March 2023 were £51,666 of which £0 represented restricted funds. Free reserves, representing unrestricted funds less tangible fixed assets totalled £51,666.

Our reserves policy can be found within our Financial Management Procedure [HERE](#).

STRUCTURE AND GOVERNANCE

Constitution

The Women's Liberation Collective was established in 2019 and achieved charitable status in 2019. The Women's Liberation Collective is a Charitable Incorporated Organisation and is constituted by its Articles of Association dated 15 July 2019.

Recruitment and election of trustees

When a vacancy in the Trustee Board occurs, care is taken to ensure that new Trustees are able to contribute effectively alongside the existing board by providing complementary skills. During the period up to 31st March 2023, the Charity has approved the following policies:

- ▶ Safeguarding Policy
- ▶ Equal Opportunities
- ▶ Complaints Policy
- ▶ Financial Management Procedure
- ▶ GDPR Policy Statement
- ▶ Governance Policy
- ▶ Health and Safety Policy
- ▶ Website Privacy Policy

Our Safeguarding, Complaints, Privacy, and Equal Opportunities policies are available on our website [HERE](#). A skills audit of the current Board of Trustees has been undertaken. We have developed a trustee induction process for new trustees, which includes completion of the skills audit and a 6-month trustee confirmation period.

Office holding trustees (Chair and Treasurer) are voted in for 3-years, with an opportunity for review at the charity AGM.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Charity's transactions and disclose with reasonable accuracy at any time the financial position of the Charity. They 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.

Approved by order of the members of the board of Trustees; Liza Thompson, (Shirley) Irene Hayes, Louise Tullin, (Florence) Anne Lyttle, Sadia Masud, and Henu Cummins signed on their behalf by:



Liza Thompson, Chair | 2nd June 2023

FINANCIAL REPORT

Our bankers are: Metro Bank PLC, One Southampton Row, London, WC1B 5HA

	Period ending 31st March 2023			(2021/22)
	Unrestricted funds	Restricted funds	Total funds	Total funds
	£	£	£	£
Receipts				
Grant income	0	0	0	0
Donations	1,017	0	1,017	1,240
Primary Purpose Trading	117,789	0	117,789	131,516
Trading	152	0	152	0
Total receipts	118,958	0	118,958	132,756
Payments				
Charitable activities	129,301	0	129,301	86,740
Trading	124	0	124	0
Total payments	129,425	0	129,425	86,740
Net receipts	-10,467	0	-10,467	11,823
Cash funds brought forward	62,133	0	62,133	24,687
Cash funds at the end of the period	51,666	0	51,666	62,133

Restricted Funding

We had no restricted funding during the reporting period.

Unrestricted Funding

During the reporting period the majority of our unrestricted income came from primary purpose trading (PPT). This includes:

- ▶ Being paid to deliver training.
- ▶ Being paid to provide course materials (WoManuals, Journals, Resource Boxes) to those delivering the Own My Life course.

Any surplus from PPT has been (or will be) reinvested to further our charitable objects.

INCOME FROM PPT: £117,789

AMOUNT SPENT: £129,301

Trading

During the reporting period we have begun to sell products to raise funds for the charity. These include tea-towels, prints and hoodies.

During the reporting period:

- ▶ Our trading turnover was £152.
- ▶ Money raised via trading was £28.

Income from government contracts

We are formally commissioned by one local authority to train staff to run Own My Life. Our income from this was:

- ▶ £5,399

Non-UK income/expenditure

The only non-UK country we worked with in this reporting period was the Republic of Ireland. All payments were made by NGOs to attend Own My Life training or buy Own My Life resources.

- ▶ Irish income: £8,988

Statement of assets and liabilities				
	As at 31st March 2023			(2021/22)
	Unrestricted funds	Restricted funds	Total funds	
	£	£	£	
Cash funds:				
Cash at bank	51,666	0	51,666	62,133
Total funds	51,666	0	51,666	62,133
Liabilities				
Spark Admin (March)	3,108	0	3,108	
Resource orders	6,122	0	6,122	
Development work	1,325	0	1,325	
	10,555	0	10,555	19,608

Approved by the board of The Women's Liberation Collective.

Registered Charity No. 1184411

TRUSTEE REMUNERATION AND RELATED PARTIES

During the reporting period, the following reimbursements were made to Trustees:

Trustee Remuneration

Irene Hayes received reimbursement of expenses £85 (2021/22: £Nil).

No trustees (or any person connected to them) received remuneration for trustee duties during the year.

Fees received as a co-trainer and facilitator support person subcontracted to the charity were as follows:

Trustee Remuneration

		Total	Total
		Period ending 31 March 2023	Period ending 5 April 2022
		£	£
Irene Hayes	Expenses	85	-
Sadia Masud	Co-training and facilitator support	3,575	5,300

Related parties

Spark is the self-employed partnership of Natalie Collins, founder of the Own My Life course and our CEO, and Andrew Collins. Prior to setting up the charity, Natalie was paid to deliver the Own My Life course via Spark. As Andrew provided administration support for Natalie's other work, the trustees were confident Andrew would be the best person to provide administration support to the charity. With the support of the trustees, Natalie and Andrew have chosen to remain self-employed. This reduces the workload and cost to the the charity (no payroll etc is needed) and allows Natalie and Andrew freedom to do work with other organisations.

Terms and conditions

Any operational matters which involve payments to Spark require trustee approval with Spark having only read-only access to the charity bank account. Spark's fees are discussed and approved by the trustees, with any changes to fees or responsibilities reviewed and voted on by trustees.

Related parties

Description of transactions	Total	Total
	Period ending 31 March 2023	Period ending 5 April 2022
	£	£
Spark (Training delivery)	27,000	23,750
Spark (Administration)	23,757	18,240
Spark (Resource provision)	39,202	28,557
Spark (CEO services)	17,040	-
Spark (Other)	4,985	1,623
Spark Total	111,984	72,170

INDEPENDENT EXAMINER'S REPORT

I report to the trustees on my examination of the accounts for The Women's Liberation Collective, Charity No 1184411 for the year ended 31st March 2023 which are set out on pages 20 - 21.

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

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

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

- Accounting records were not kept in accordance with section 130 of the Act

or

- the accounts do not accord with the accounting records.

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

Kay Merrick ACMA

Be Buoyant Limited, Reinsbrook, Sambourne Park, Sambourne, B96 6PE



Kay Merrick | 8th June 2023

THANK YOU'S

Course participants

It takes such courage to embark on Own My Life. Thank you for trusting the course and for your open-hearted willingness to do the hard work of making sense of your life. We exist because of you, and for you.

Facilitators

Thank you for your commitment to women's lives and for being part of the Own My Life sisterhood. It is through your willingness to learn on the facilitator training and your skills and wisdom that the Own My Life course makes a difference to women.

KP

We miss you, but are so grateful for the time you gave us to run our social media.

Jan Bostock and Amanda Griffiths

Thank you for giving your time and skills to run a Power Threat Meaning workshop for our facilitators. It was so helpful in linking that powerful framework to the work facilitators do with women.

Gill Orman

Your contribution to our trustee Board was of great value to our work. We miss you and thank you for your work with us.

Zoe

Thank you so much for organising the Stepping into the Light event and raising money to support the Own My Life course running in local areas.

Our Supporters

Thank you to all those who have financially supported our work, your donations are such an encouragement and enable us to continue making a difference in women's lives.

Welsh Women's Aid

Thank you (diolch yn fawr iawn) for your support in getting all the Own My Life materials translated into Welsh. We know this will make such a difference to Welsh women!

The Co-op Centre
Sunderland, SR2 8AH
Phone: 07818 328391
www.ownmylifecourse.org/wlc
info@ownmylifecourse.org



THE WOMEN-S LIBERATION COLLECTIVE

England & Wales - Charity number 1184411

Accounts



ANNUAL
REPORT

Registered Charity
1184411

For the period ended 5 April 2022

www.ownmylifecourse.com/wlc

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WELCOME

Chairwoman's Report

Welcome to our annual report for April 2021 - April 2022. The COVID-19 pandemic has been with us since the beginning of this year and has caused high levels of suffering and struggle, not least the escalation of men's violence towards women and children. In a climate of increased perpetration, local domestic abuse services have had to radically overhaul their delivery methods in order to reach women, with the pandemic also triggering historical trauma for many women.

Initially, our plans to deliver in-person training across the UK had to be entirely rethought. We adapted the Own My Life course materials and training for online delivery and our work has grown from strength to strength. We trained hundreds of practitioners from across the UK (and beyond) to deliver the course with women and have been excited to hear that the materials are making a big difference to domestic abuse services, particularly at this time.

Our objectives for 2021/22 were set in June 2021 and we have allowed until March 2023 to complete them. We are delighted to be well on the way to achieving these, so far our progress includes:

PRIORITY 1: STRENGTHEN ORGANISATIONAL STRUCTURE

- ▶ Completing a bi-annual skills audit with trustees: We remain on track with this, and were pleased to recruit Gill Orman as a trustee. Her expertise in fundraising and the women's sector have added significant skill to our Board.
- ▶ Policies reviewed bi-annually: We were sad to say goodbye this year to our inaugural Chairwoman, Sarah Moss, but have been grateful for her skills in developing robust policies that remain integral to our healthy governance. Our policy review schedule ensures we review policies at every meeting.
- ▶ Strengthening board culture: In January 2022, we had an excellent Board session with communications expert Genelle Aldred, encouraging us to consider how we can communicate ethically as a Board. In the next year we have two other Board gatherings planned, including a weekend away.

PRIORITY 2: SOLIDIFYING FUNDING STREAMS

- ▶ Development of e-Learning platform: We have been working on Own My Life Discovery, a subscription based online platform utilising Own My Life course content. We aim for this to be launched before Summer 2022.
- ▶ Build the number of training events: We have delivered 10 training events over the reporting period, which has exceeded our goal! While this is less than in the previous year, these events have all been funded by paid-for places, whereas in the previous financial year, the majority of our training events were almost entirely funding by the Sir Halley Stewart Trust. We are delighted to have moved to a sustainable model for training.
- ▶ Increase number of training participants in each training event: Three of our training events had an increase in participants to require a co-trainer and were able to accommodate up to 30 participants. With only one trainer, we can train up to 24 participants.

PRIORITY 3: DEVELOPMENT OF FINANCIAL SYSTEMS

- ▶ Recruitment of a financial trustee: While we are yet to do this, we were grateful that charity accountant Tracey Moore offered to do a pro-bono financial health check for us. She met with the Board and confirmed our financial processes were positive and some of the best she had seen!

PRIORITY 4: EXPAND REACH

- ▶ To recruit co-trainers to enable us to train more people during each OML training event: So far we have recruited one co-trainer, who has delivered three training events with us. We also have recruited a freelance coach who now delivers our Zoom Coaching sessions with trainees.
- ▶ Develop a marketing plan for Own My Life Discovery: This remains in progress and is due to be completed by 2023.
- ▶ Videos and journals translated: We remain committed to seeing the Own My Life materials available in other languages. Our materials are still in the process of being translated into Welsh.

I feel honoured to be taking on the role of Chairwoman. As a Board, we love to read the feedback from women participated in the Own My Life course and training to run it. "Consolidation" is the word for the current season of governance and we are delighted to see our work go from strength to strength!



Liza Thompson, Chairwoman | 9th June 2022

CEO REFLECTIONS

CEO's Report

It is amazing knowing that thousands of women have been able to access the Own My Life course this year, and that we have had the privilege and joy of introducing hundreds of practitioners into the Own My Life sisterhood! Delivering Own My Life training is wonderful opportunity; it is glorious to see practitioners learning, growing and being challenged. Reading the comments of course participants and practitioners while preparing this report is incredibly emotional. My heart bursts with delight for the difference the course is making to their lives.

It has been a joy to see the Own My Life team grow. Jo Costello now delivers our brilliant Zoom coaching and has been doing strategic development with us. Sadia Masud has co-trained with me on three training events and she adds so much experience and skill; it is wonderful to have an experienced course facilitator offering her wisdom to trainees. After Andrew Collins spent most of the previous year providing administration for the charity and course pro-bono, it has been brilliant to have a sustainable training model which ensures we can pay him for the work he does. We are also grateful for Katherine Patterson's pro-bono social media support.

As always, it is the women who attend Own My Life courses, and the practitioners who run those courses, who remain central to everything we do. As we proceed through this season of consolidation, we are confident that opportunities for us to make a difference will grow, but we are grateful for this time to enhance our stability and sustainability as we anticipate our work growing exponentially!

As always, I am grateful that our organisation is one of sisterhood, with the Board, team, trainees, organisations running the course, and women attending the course all contributing to our work.



Natalie Collins, CEO | 11th May 2022

VISION & MISSION

The Women's Liberation Collective was registered as a Charitable Incorporated Organisation on 15th July 2019.

1

Our vision

A world where women are liberated from male violence and control.

2

Our values

WOMAN-CENTRED: Women and their needs are at the centre of everything we do. Our aim to prioritise women is in accordance with the Equality Act 2010 in which "sex" is a protected characteristic.

LIBERATION: We seek to ensure that all women we reach experience equality of opportunity: we also aim to move beyond equality, and work towards a world where women are liberated from male violence and control.

RESISTANCE: This resistance is both collective and individual. As an organisation we will resist the oppression of women and the ways patriarchy harms us all. Alongside this, we recognise that all women find creative ways to resist abusers. Rather than this resistance being honoured, women are often met with scorn and blame. Our work seeks to honour and mobilise women's resistance to abuse and patriarchy.

INTEGRITY: We hold ourselves to a high ethical standard, striving to act honestly, fairly and consistently and using power wisely and well.

COLLABORATION: We foster collaborative spaces which build sisterhood and resist competitive attitudes. We will work together with charities and other partner organisations to achieve our goals.

3

Our Mission Statement

We will equip, train and educate women, so that they can take back ownership of their lives from male abusers. We will also work in wider society, to prevent abuse.

BOARD OF TRUSTEES

The Trustees present their Report together with the financial statements for the period ended of 6 April 2021 to 5 April 2022 for The Women's Liberation Collective, a Charitable Incorporated Organisation ("the Charity").

The Women's Liberation Collective provides resources for women who have been subjected to men's violence; and for organisations responding to men's violence and their practitioners to use with women.

We do this through the Own My Life course, an innovative, creative and educational 12-week course for women.

Our trustees are:

- ▶ (Shirley) Irene Hayes (15 Jul '19 - present)
- ▶ Liza Thompson (23 Mar '20 - present)
- ▶ (Florence) Anne Lyttle (4 Aug '20 - present)
- ▶ Louise Tullin (4 Aug '20 - present)
- ▶ Sadia Masud (10 Sep '20 - present)
- ▶ Henu Cummins (10 Dec '20 - present)
- ▶ Gill Orman (22 May '22 - present)

The purposes of the charity as set out in our governing document are:

- ▶ To preserve and protect the health of women and relieve the distress and psychological, emotional and physical suffering experienced as a result of violence against women.
- ▶ To promote best practice and understanding among the public, voluntary and statutory agencies in all matters relating to violence against women and their families and other forms of abuse, their causes, remedies and prevention.

Through the Own My Life course we support organisations and practitioners to enable women to regain ownership of their lives when they have been subjected to abuse or violence by men. This is done through short videos, structured discussions, group and individual activities, and a comprehensive learning journal. It uses multimedia content to explain complex concepts about trauma and abuse in easy to understand video clips, along with videos which evidence how popular culture reinforces or perpetuates sexism, rape culture, violence, misogyny, disrespect in relationships and abusive behaviour.

We have referred to the guidance contained in the Charity Commission's general guidance on public benefit and Code of Governance when reviewing our aims and objectives, governance arrangements and in planning our future activities.

As allowed for small charities, receipts and payment accounts have been prepared for this Report. The Trustees confirm that the Trustees' Report and financial statements of The Women's Liberation Collective comply with the provisions set out in Charities SORP (FRS 102).

We have had a wonderful year, seeing Own My Life grow and hearing the impact the course is having on women participants and practitioners who join our training. We are proud to be building an organisation with strong values, where women are at the centre of everything we do.



SETTING THE CONTEXT

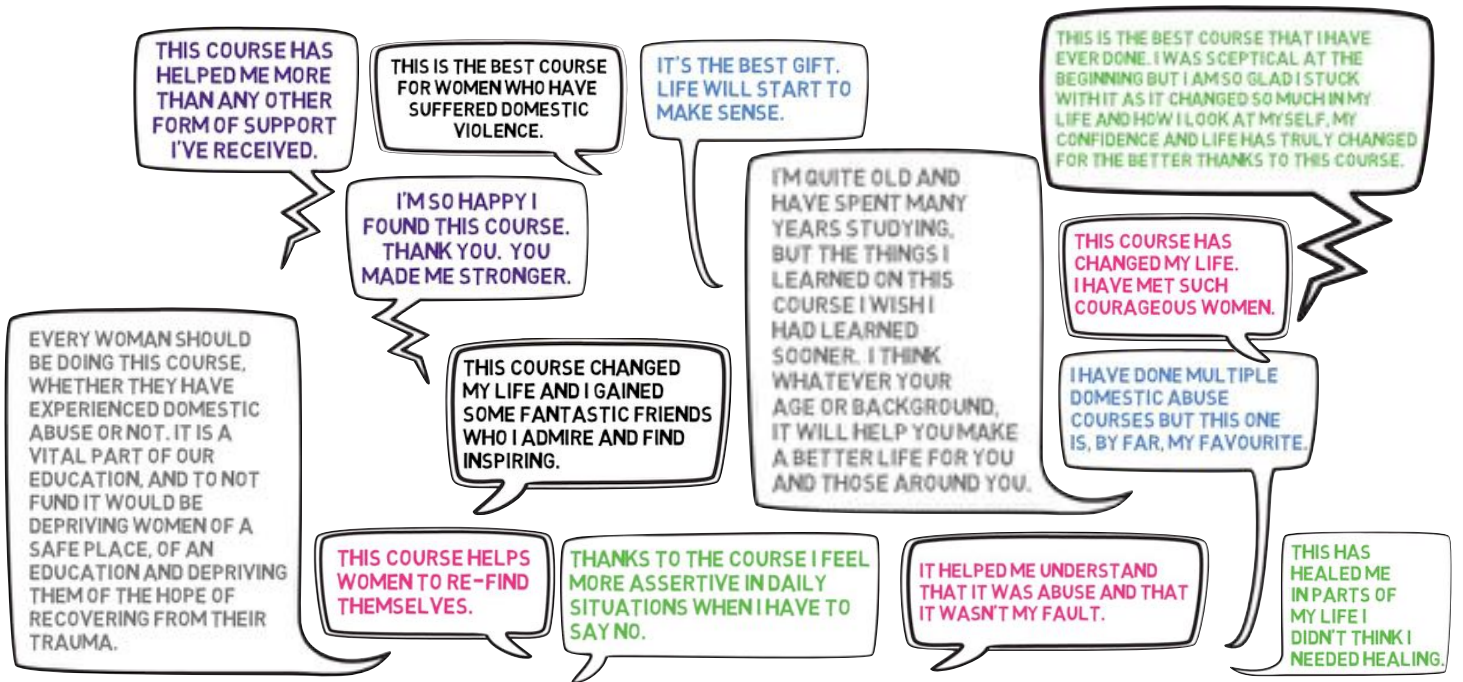


Over 2021/22 we have successfully moved from subsidised training events (funded by a grant from the Sir Halley Stewart Trust) to becoming sustainable through charging organisations to send their staff on Own My Life training.

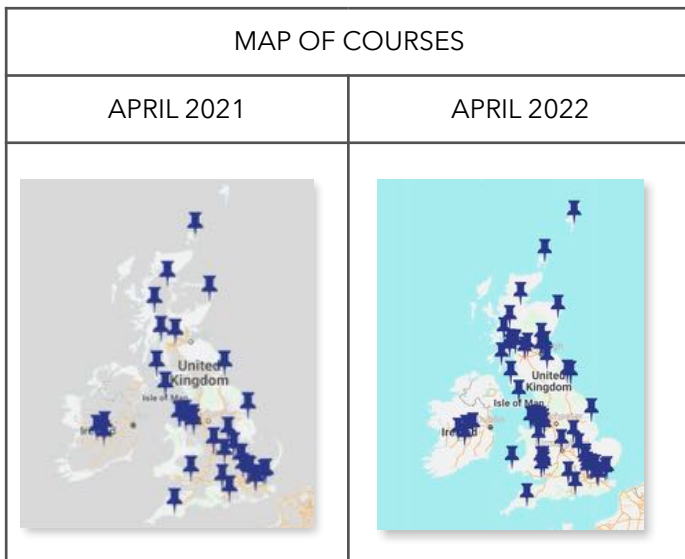
One local authority is embracing the Own My Life course as their main commissioned programme for women who have been abused by a partner and a national domestic abuse charity has trained staff across England who are running the course. Moving our training online has enabled organisations outside the UK to train staff to run Own My Life, and we have been delighted to see an increasing number of Irish services running the course with women in Ireland. Leaders of services in the Republic of Ireland have said they are impressed by how well contextualised the training is for an Irish context, something they rarely find with other British training and resources.

This has been a year of consolidation, with a co-trainer and Zoom coaching lead joining the team. We are delighted to be pioneering a different way of working; choosing to recruit self-employed consultants rather than employees. We are keen to minimise the resources required to administrate our work, and our overheads are kept low through those we work with only being paid for the work they do. To ensure we are doing this ethically we have developed a Freelancer policy. As part of our commitment to build a healthy, sustainable organisation, we also have chosen to curtail operations throughout January and August, to allow those who work with us a healthy work/life balance. Over the last year, this has worked really well.

WHAT WE HAVE ACHIEVED



Comments from women who have participated in Own My Life courses across the UK and Ireland.



1. EXPANDED REACH: As can be seen from the maps of courses, more women are now able to access Own My Life. We continue to build connections with new services and have focussed on increasing the number of Irish services through offering a 20% training discount, as we work to develop materials for an Irish context.

2. ENHANCED RESOURCES: We have added three new videos to the course. 1) Biderman Behaviours provides increased literacy about abusive behaviour; 2) The Cycle of Abuse enables women and practitioners to further recognise why and how abusers control their partner; 3) Cultural Unleses offers understanding about why perpetration may be different in different cultural contexts.

3. FIRST ANNUAL CONFERENCE

We held our inaugural conference for facilitators, with course participants invited to join us for a final hour of fun. Current facilitators shared their wisdom and expertise, leading

workshops and interviews. Comedian Barbara Nice gave us a joyous hour of fun, dance and hilarity. We intend to make this a yearly event to build sisterhood and knowledge.

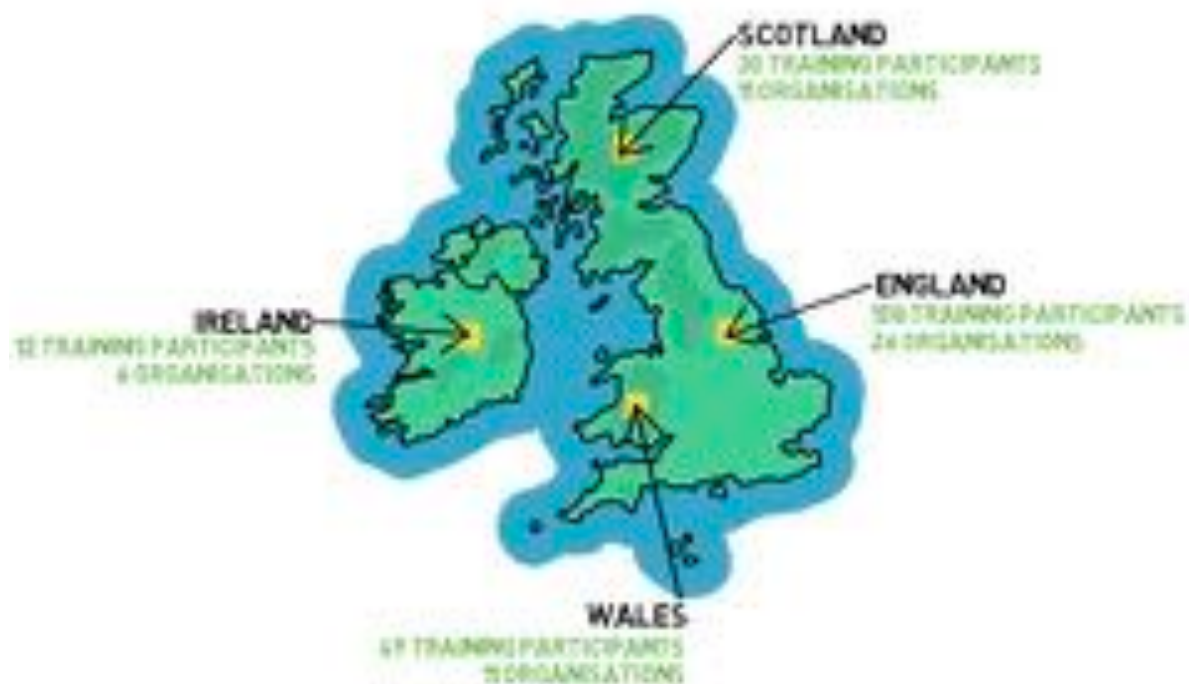
4. GROWING TEAM: We now have a co-trainer when training events are 25+ people. This enhances the training and enables us to train more people in each training event. We also have a Zoom coach who delivers confidence building sessions for facilitators for delivering the course online.

WHAT WE HAVE ACHIEVED

Over the last year we have consolidated our work. We have moved away from charitable trust funding to become more sustainably funded through primary purpose trading; charging organisations for training.

We delivered ten facilitator training events (41% less than in 2020/21). 205 practitioners trained as Own My Life course facilitators (39% less than last financial year). We offered 2-hour Zoom coaching sessions for all practitioners to increase their confidence and skill in online facilitation via Zoom. From our online Evaluation Station system we know that at least 475 women started online courses in 2021/22 (an increase of 127% from 2020/21) and that we have provided 2555 journals to services (an increase of 2.5% since 2020/21), which represents up to 2555 women who have accessed the Own My Life course in person or online in 2021/22!

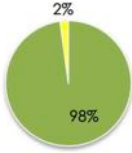
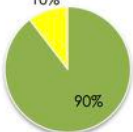
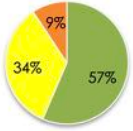
10	Online facilitator training events delivered	55	Organisations trained
205	Practitioners trained	2555	Journals provided for women accessing courses.
97	Practitioners attended Zoom Coaching sessions	475	Women (at least) have started online courses.



Map with numbers of participants and organisations trained.

WHAT WOMEN SAY

Feedback from 281 women who have attended the Own My Life course

I would recommend the Own My Life course to other women.	 <ul style="list-style-type: none"> ■ Definitely ■ Mostly ■ Sometimes ■ Never
I enjoyed the Own My Life Course.	 <ul style="list-style-type: none"> ■ Definitely ■ Mostly ■ Sometimes ■ Never
I think the Own My Life course has changed my life.	 <ul style="list-style-type: none"> ■ Definitely ■ Mostly ■ Sometimes ■ Never



Wordcloud: words women used to describe the course after they had completed it.

WHAT WOMEN SAY

Feedback from 281 women who have attended the Own My Life course

	BEFORE OWN MY LIFE	AFTER OWN MY LIFE
I feel like I am in control of my life and my future..	<ul style="list-style-type: none"> ■ Definitely ■ Mostly ■ Sometimes ■ Never 	<ul style="list-style-type: none"> ■ Definitely ■ Mostly ■ Sometimes ■ Never
I can make sense of my life.	<ul style="list-style-type: none"> ■ Definitely ■ Mostly ■ Sometimes ■ Never 	<ul style="list-style-type: none"> ■ Definitely ■ Mostly ■ Sometimes ■ Never
Overall, I feel good about my life.	<ul style="list-style-type: none"> ■ Definitely ■ Mostly ■ Sometimes ■ Never 	<ul style="list-style-type: none"> ■ Definitely ■ Mostly ■ Sometimes ■ Never
I am as healthy as I can be.	<ul style="list-style-type: none"> ■ Definitely ■ Mostly ■ Sometimes ■ Never 	<ul style="list-style-type: none"> ■ Definitely ■ Mostly ■ Sometimes ■ Never
I know where to go if I need help with difficulties in my life (e.g. money, health, job, education).	<ul style="list-style-type: none"> ■ Definitely ■ Mostly ■ Sometimes ■ Never 	<ul style="list-style-type: none"> ■ Definitely ■ Mostly ■ Sometimes ■ Never
I like and feel safe in my neighbourhood and/or community.	<ul style="list-style-type: none"> ■ Definitely ■ Mostly ■ Sometimes ■ Never 	<ul style="list-style-type: none"> ■ Definitely ■ Mostly ■ Sometimes ■ Never

WHAT WOMEN SAY

Feedback from 281 women who have attended the Own My Life course

	BEFORE OWN MY LIFE	AFTER OWN MY LIFE
I am as healthy as I can be.	<p>8% 14% 42% 36%</p> <ul style="list-style-type: none"> Definitely Mostly Sometimes Never 	<p>1% 30% 49% 20%</p> <ul style="list-style-type: none"> Definitely Mostly Sometimes Never
I know what domestic abuse is.	<p>10% 1% 29% 60%</p> <ul style="list-style-type: none"> Definitely Mostly Sometimes Never 	<p>6% 2% 0% 92%</p> <ul style="list-style-type: none"> Definitely Mostly Sometimes Never
I think that the things I see and hear in songs, newspapers, TV programmes, magazines, and adverts affect how I see myself and my life.	<p>11% 20% 51% 18%</p> <ul style="list-style-type: none"> Definitely Mostly Sometimes Never 	<p>5% 42% 34% 19%</p> <ul style="list-style-type: none"> Definitely Mostly Sometimes Never
I feel in control of my finances/ money.	<p>8% 26% 38% 28%</p> <ul style="list-style-type: none"> Definitely Mostly Sometimes Never 	<p>1% 13% 34% 52%</p> <ul style="list-style-type: none"> Definitely Mostly Sometimes Never
If I am a parent and am in contact with my children, I feel able to meet their needs.	<p>1% 13% 31% 55%</p> <ul style="list-style-type: none"> Definitely Mostly Sometimes Never 	<p>6% 1% 22% 71%</p> <ul style="list-style-type: none"> Definitely Mostly Sometimes Never
If I am a parent, I am confident that my children know that I love them.	<p>5% 0% 14% 81%</p> <ul style="list-style-type: none"> Definitely Mostly Sometimes Never 	<p>7% 3% 0% 90%</p> <ul style="list-style-type: none"> Definitely Mostly Sometimes Never

WHAT WOMEN SAY

Feedback from women who have attended the Own My Life course

I ONLY STARTED THE COURSE AS I HAD TRIED EVERYTHING ELSE. I THOUGHT I WOULDN'T MAKE THE WHOLE COURSE, BUT I HAVE! IT'S THE BEST THING I'VE EVER DONE.

ALTHOUGH IT'S A 12 WEEK COURSE, DON'T BE PUT OFF BY THAT, IT FLYS BY. IT'S A GREAT GUIDE TO UNDERSTANDING WHAT WE HAVE GONE OR ARE GOING THROUGH. YOU'RE NOT ALONE, AND THE COURSE MAKES YOU FEEL SUPPORTED AND UNDERSTOOD. YOU'RE SURROUNDED BY WOMEN WHO HAVE BEEN IN SIMILAR SITUATIONS. WE STAND TOGETHER.

WHAT DID YOU ENJOY MOST ABOUT THE COURSE?

"I loved having a certificate at the end - it gave me a sense of achievement and that I had completed something that would increase my personal power."

"I loved seeing a diverse group of women attending and hearing how similar their experiences were to mine. The facilitators were amazing and always keen to help, inspire and keep our spirits up. The content has been thorough and validating in so many ways."

"Knowing that I'm not alone and that I have the correct tools and knowledge to have a better future."

"The course helped me see what had happened to me and where I want to be in the future."

"The course helped me identify how I can change my life."

"I started to understand what happened, that I am not crazy and it was not my fault."

"I learned more new things, that have been helpful, it has been fun and we always have a laugh."

"Getting clarification about myself. I have behaved in a way, which seemed incomprehensible to me and this course helped me to understand."

"Meeting women in similar situations, I realised I'm not alone on that boat."

"Realising I'm stronger than I think."

"Learning about my own reality & owning my own emotions. It was as much fun and liberating as it was informative and healing."

"The group I was in and the fact that I didn't have to travel to get there and I could do it from my house."

"Feeling better about myself every week and learning it wasn't my fault I was abused."

"It helped me tremendously to get a clearer understanding of sexual control."

"Learning how the brain works and how I can help myself undo the damage done."

WHAT WOMEN SAY

Feedback from women who have attended the Own My Life course

WHAT WOULD YOU SAY TO A WOMAN WHO IS CONSIDERING COMING ON THE COURSE?

"It will help you in ways you may not have imagined and by doing the course you will have time to process, a safe space and support."

"It is worth having a go, and trust you will never be the same! It's like someone switching the lights on, so you can now see."

"The ladies that run the course care and believe you, and you can cry and swear and not be made feel crazy. They have time for you."

"It will change your life, it may be hard, but it is totally worth the outcome."

"It will open your eyes, ears, heart to the here and now, no longer having to presume yourself powerless."

"The course validates your responses and reactions to situations by providing evidence-based information on how our bodies and minds work when stressed/pressured."

"Do it! It will be the best thing ever."



WHAT WOMEN SAY

Feedback from women who have attended the Own My Life course

WHAT DID YOU LIKE ABOUT THE OWN MY STORY JOURNAL?

"No fluff! Clear and to the point."

"Older woman were represented."

"It helped me feel like I had ownership over the journey I was on during the course."

"It changed my mindset, all there in black and white."

"You could write personal things in it that you didn't want to share."

"That it belongs to me. That it covers all manner of information, making me aware of things I definitely wasn't aware of in the world (or even within myself). That it's "chunky!!" as in, solid/big/ bold (contains "all of me" out loud!! No-longer hidden). As in, it has given me a window for me to see myself through. It contains "my real life". It's not just a "pat on the back - there, there kinda book" full of positivity & affirmations. It makes you work on yourself, see yourself and look at your own behaviours. It actually truly helped me find a voice within myself that I could hear clearly above the rambling babble in my mind!"

"Having a busy life it is something tangible that I can re-read, read anew and refer back to over time."

"It's a very good journal that I will keep for life and share with my friends. "

"That you can always look back and realise how much stronger you're getting."

"It's very helpful and handy. I would treat it like a sacred book!"

WHAT DID YOU ENJOY LEAST ABOUT THE COURSE?

"There was quite a lot of material that was difficult but worth learning about."

"The truth of what we have gone through."

"That it had to finish."

"It was emotional, as it hurt at time but it was like releasing poison from your body."

"I had to miss two sessions due to being in hospital, so I didn't enjoy that. LOL."

"That there was a lot more abuse in my relationship than I first thought."

"The section on children was very close to the bone and made me feel terrible, but through it I learned to accept that it's not my fault."

WHAT WOMEN SAY

Feedback from women who have attended the Own My Life course

TELL US ABOUT THE COURSE

"This course is not just another group set up to pacify brokenness. It literally focuses the actual individual on their own circumstances & empowers them, not just with a crutch of information, but with real life skills going forward that can be used in every situation, in any relationship (parents/employers/siblings etc). It not only challenges, but also changes, lives."

"I loved seeing the progress and changes in me and how I feel about myself and my life."

"The tools I received were like a jigsaw; now that I have the knowledge I can piece the pieces together to get me though my journey in life."

"This course has given me insight into the person I was. Meeting others further down the route than I am gives me hope. I have never met these ladies in person but they have all reached out to me."

"Most women that have been in domestic violence suffer from PTSD and trying to own your life with that is difficult. This course gives you the tools to be able to overcome."

"This course has helped me in more ways than you can imagine, not just with what's in the course but with my confidence, my self-worth and to understand my children better."

"This course has helped me break free from a situation where I was separated but still holding mentally on to my marriage, when I knew that nothing would change in the future. I formed a traumatic attachment which was not healthy and I was walked over as though I wasn't important. I know my self worth now and what is acceptable and what is not. This course has helped me take the step I needed to, Thank You."

"I have grown. I now realise I have come through hell and me and my children have come out the other side as survivors. I am stronger than I ever realised."

"I'm sad it's come to an end but I have learnt a lot, made some good friends and I'm so glad I fought through my daily pain and managed to do it. Thank you to who ever came up with this course. It's changed my life, my way of thinking and dealing with an abusive ex that I still have contact with due to having a son with him."

"I'm so glad I did the course. It is powerful and thought provoking. I won't think of the media and music and our patriarchal society in the same way. The course has changed my beliefs and perceptions and inspired confidence in me to take control of my life."

"It's given me support I didn't think existed."

"It has really aided my healing process and allowed me to come to terms and accept what I have been through. This course has made me more confident and not afraid to speak out about the abuse I have been through and has inspired me to help over women in similar situations."

WHAT WOMEN SAY

Feedback from women who have attended the Own My Life course

WHAT WOULD YOU SAY TO AN ORGANISATION WHO WERE THINKING ABOUT FUNDING THE OWN MY LIFE COURSE?

"If you are truly committed to empowering women to live safely, to be independent citizens and own their own lives then run this course in your organisation. Not only will it help those women affected, it will educate and inform all women who take part in the course. They will be better equipped to keep their personal power and to support others or signpost them to the correct help."

"It is worth all money put into it. The women who come on this course will go into their homes and communities to be the change they want to see; a society free from abuse and violence towards women."

"It's changing women's life and helping us to rebuild our life from scratches."

"Fund this to open as many eyes as possible into the warning signs of abuse! If only I had attended this years ago."

"This course is a win win. You could save someone's life by funding this course; it's saved mine. Some women are at their end and this course and the facilitators will help them realise it's not their fault."

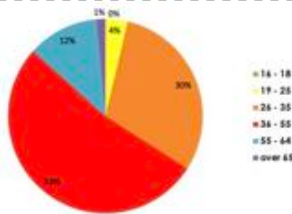
"Please fund this course, it's been the biggest help to me getting over a difficult breakup. It's helped me keep my home, provide a stable base for my child, to understand really challenging behaviours of my ex-partner, and to respond more appropriately so that the future looks safe and doable again."

WHO ARE COURSE PARTICIPANTS?

For the 270 course participants who completed our online evaluation, we know that...

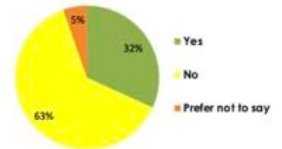
Age

The majority of participants were between 36 -55. There were no women under 18.



Disability

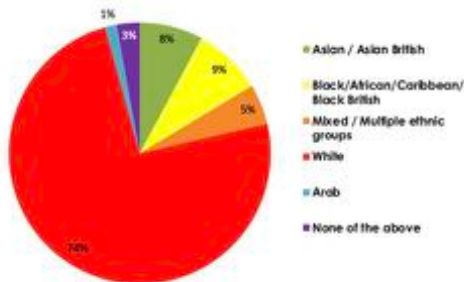
32% of women described themselves as having a disability.



Of those with a disability; 42% had mental health problems, 18% had a mobility impairment, 17% had a long term illness, 10% had learning difficulties, 6% were Deaf/hearing impaired, and 1% had a sight impairment.

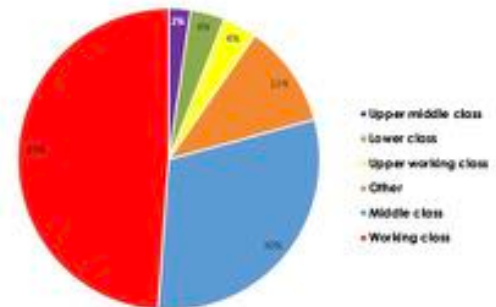
Ethnicity

74% of participants were White, 9% were Black, African, Caribbean or Black British, 8% were Asian or Asian British, 5% were from mixed or multiple ethnic groups, and 1% were of Arab ethnicity.



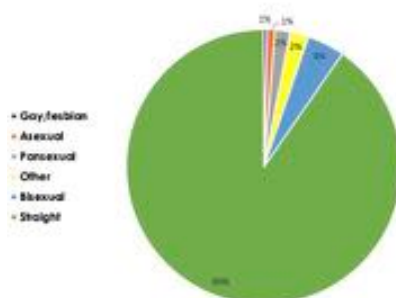
Class

When asked to self-identify their social class; 49% were working class, 30% middle class, 11% other (e.g. "top class", "hate this question, no idea", "I don't do class distinction"), 4% upper working class, 4% lower class and 2% upper working class.



Sexuality

When asked to self-identify their sexuality; 90% were straight, 4% bisexual, 2% other (e.g. "not sure, can't ever imagine having a partner", "going lesbian after the men I've met"), 2% pansexual, 1% gay/lesbian.

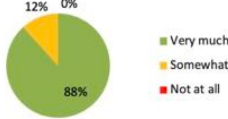
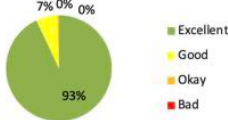
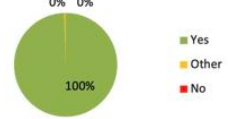


Religion and Belief

When asked to self-identify their faith; 46% were Christian (where denomination was specified 28% were Catholic, 6% were Church of England/Scotland), 36% had no faith, 7% Muslim, 6% spiritual, 2% Hindu, 1% Buddhist, 1% Pagan, 1% Sikh. One participant was a Jehovah's Witness.

WHAT TRAINEES SAY

Feedback from practitioners who attended facilitator training

How much would you say the course has increased your knowledge?	 <ul style="list-style-type: none"> Very much Somewhat Not at all
How did you find the training overall?	 <ul style="list-style-type: none"> Excellent Good Okay Bad
Will the training change your practice?	 <ul style="list-style-type: none"> Yes Other No

Practitioners' comments:



WHAT TRAINEES SAY

Feedback from practitioners who attended facilitator training

"It is a brilliant course for us professionals to rethink areas in the way we view our clients and how we support them."

"The resources for facilitating the course are great. Everything is clear and concise. I really like the e-Hub, and I'm glad that there are ideas of how to facilitate over Zoom, so we don't have to try and reinvent the wheel! The videos are great - really clear."

"While a lot of the content was known, the presentation is so clear and concise and helpful. The thought that has gone in to the delivery of the resources was also incredibly helpful and has given me much more confidence in not only running this course but other facilitation I might find myself in."

"The Womanual is superbly written, laid out beautifully and has all that is needed to support the facilitator and the women to do the course. The video's are amazing! They explain things in such a simple way about subjects that are so complex."

"This training is the most useful training I have done on DA. Not just about running the group but will impact on every aspect of my work. The training is fun, interactive and informative. An absolute essential for women working in this field!!"

"I have found this course more useful than any other course I have attended before. It has practical and very powerful tools, easy to use and explain; it felt like it was a recipe for independence."

"It will empower you as a practitioner and woman to empower other women. It challenges the way we support clients currently and presents information in a well thought out yet simple way that increases efficacy for our clients."

"This training should be done by all domestic violence workers - aside from helping to know how to facilitate the course- it adds so much to our knowledge of domestic abuse."

"It is the only course which focusses on the woman's journey in an abusive relationship and can give practical and invaluable advise and information to empower her to bloom into the woman she can be."

"You will learn far more than delivering a course to women, I have learned valuable resources I will take back to my team and use with women and will change my language etc too."

"It is a fantastic course, it is not like other training, you will actually enjoy the material AND learn how to facilitate the course well."

"This course has changed the way I will support women moving forward - it should be essential training for anybody working with women in any kind of caring or supportive profession. "

"Best training I have attended in years. It didn't just increased my knowledge, it also gave me a fresh and new perspective about what I already knew."

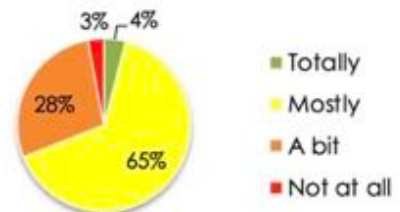
"This course is the one and only course i have come across that really can break the cycle of abuse for a woman and enable her to "Own her Life".

IMPACT OF ZOOM COACHING

Feedback from 97 practitioners who attended Own My Life Zoom coaching to equip them in delivering the course online

Participant tech literacy

There was a range of confidence with technology among those who participated in Zoom coaching. When asked what level of confidence they had about using technology; 3% were "not at all confident", 28% were "a bit confident", 65% were "mostly confident", and 4% were "not at all confident".



	BEFORE COACHING	AFTER COACHING																				
How confident were about delivering the Own My Life course via Zoom?	<table border="1"> <thead> <tr> <th>Confidence Level</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Totally</td> <td>1%</td> </tr> <tr> <td>Mostly</td> <td>16%</td> </tr> <tr> <td>A bit</td> <td>45%</td> </tr> <tr> <td>Not at all</td> <td>38%</td> </tr> </tbody> </table>	Confidence Level	Percentage	Totally	1%	Mostly	16%	A bit	45%	Not at all	38%	<table border="1"> <thead> <tr> <th>Confidence Level</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Totally</td> <td>12%</td> </tr> <tr> <td>Mostly</td> <td>1%</td> </tr> <tr> <td>A bit</td> <td>18%</td> </tr> <tr> <td>Not at all</td> <td>69%</td> </tr> </tbody> </table>	Confidence Level	Percentage	Totally	12%	Mostly	1%	A bit	18%	Not at all	69%
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THE ENTIRE SESSION WAS MUCH MORE BENEFICIAL THAN READING IT IN THE MANUAL. I ALSO LIKED THE SIZE OF THE GROUP.

THIS WAS THE PERFECT ENDING TO THE WHOLE LEARNING EXPERIENCE THAT IS OWNMY LIFE.

GREAT COURSE. VERY INFORMATIVE, DYNAMIC AND INTERACTIVE. I LEARNT A LOT.

YOU ARE AN AMAZING TEAM, IT HAS BEEN A PLEASURE!

I'LL TAKE ON YOUR ADVICE ABOUT BEING KIND TO MYSELF.

I THOUGHT I WAS FAIRLY ZOOM LITERATE BEFOREHAND BUT HAVE STILL LEARNT SO MUCH.

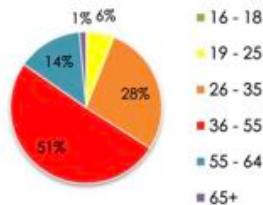
JO WAS SO PATIENT AND SUPPORTIVE. WE ALL APPEARED TO HAVE DIFFERENT CAPABILITIES WITH TECHNOLOGY AND JO WAS ABLE TO FIND A BALANCE BETWEEN NOT BEING TOO SLOW OR TOO QUICK WITH INSTRUCTIONS.

WHO ARE OUR TRAINEES?

For our 210 training participants we know that...

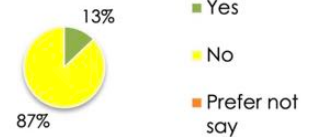
Age

The majority of participants were between 36 -55. There were no women under 18.



Disability

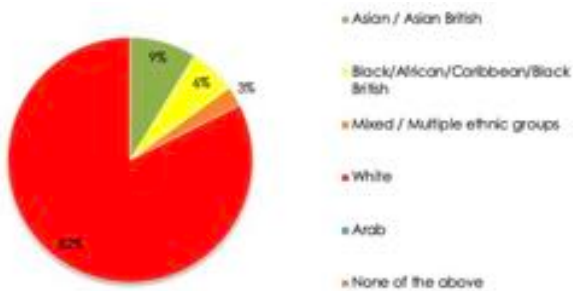
13% of women described themselves as having a disability.



Of those with a disability; 40% had mental health problems; 32% had a longterm illness; 16% learning difficulties; and 4% had a speech impairment.

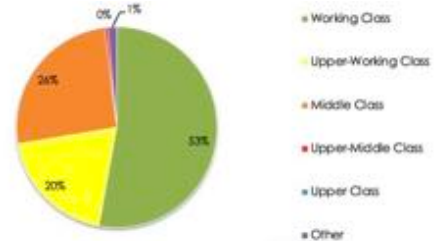
Ethnicity

82% of participants were white, 9% were Asian or Asian British, 6% were Black, African, Caribbean or Black British, and 3% were from mixed or multiple ethnic groups.



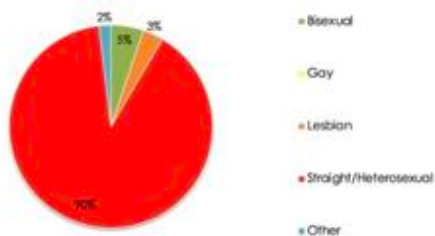
Class

When asked to identify their social class from a list 53% were working class, 20% were upper-working class, 26% were middle class, 1% were "other". 1 person (under 0.5% identified as upper-middle class).



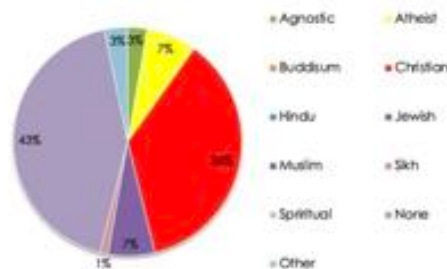
Sexuality

When asked to identify their sexuality from a list; 90% were straight, 5% bisexual, 3% lesbian, 2% other.



Religion and Belief

When asked to identify their faith from a list; 43% had no faith, 36% were Christian, 7% were atheists, 7% were Muslim, 3% were agnostic, 3% were other and 1% were Sikh.



FINANCIAL REVIEW

During the period up to 5th April 2022, The Women's Liberation Collective received total income of £132,756 (2020/21: £98,563), of which £0 comprised grant funding or donations. This income was attributable to charitable activities relating to delivering the Own My Life course.

Expenditure incurred for 2021/22 totalled £95,310 (2020/21: £86,740), all of which related to charitable activities. Currently, all those who work for us are self-employed, which means that our staffing costs are integrated within project costs, rather than being separate to them.

Total funds as at 5 April 2022 were £62,133 of which £0 represented restricted funds. Free reserves, representing unrestricted funds less tangible fixed assets totalled £62,133.

Our reserves policy can be found within our Financial Management Procedure [HERE](#).

STRUCTURE AND GOVERNANCE

Constitution

The Women's Liberation Collective was established in 2019 and achieved charitable status in 2019. The Women's Liberation Collective is a Charitable Incorporated Organisation and is constituted by its Articles of Association dated 15 July 2019.

Recruitment and election of trustees

When a vacancy in the Trustee Board occurs, care is taken to ensure that new Trustees are able to contribute effectively alongside the existing board by providing complementary skills. During the period up to 5th April 2021, the Charity has approved the following policies:

- ▶ Safeguarding Policy
- ▶ Equal Opportunities
- ▶ Complaints Policy
- ▶ Financial Management Procedure
- ▶ GDPR Policy Statement
- ▶ Governance Policy
- ▶ Health and Safety Policy
- ▶ Website Privacy Policy

Our Safeguarding, Complaints, Privacy, and Equal Opportunities policies are available on our website [HERE](#). A skills audit of the current Board of Trustees has been undertaken. We have developed a trustee induction process for new trustees, which includes completion of the skills audit and a 6-month trustee confirmation period.

Office holding trustees (Chair and Treasurer) are voted in for 3-years, with an opportunity for review at the charity AGM.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Charity's transactions and disclose with reasonable accuracy at any time the financial position of the Charity. They 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.

Approved by order of the members of the board of Trustees; Liza Thompson, (Florence) Anne Lyttle, (Shirley) Irene Hayes, Louise Tullin, Sadia Masud, Henu Cummins and Gill Orman signed on their behalf by:



Liza Thompson, Chair | 9th June 2022

FINANCIAL REPORT

Our bankers are: Metro Bank, St. George's St, Canterbury CT1 2SR.

Receipts and payments account				
	Period ending 5th April 2022			Last year 21/22
	Unrestricted funds	Restricted funds	Total funds	
	£	£	£	£
Receipts				
Voluntary income:				
Grant income	-	-	0	13,038
Voluntary receipts	1,240	-	1,240	2,040
Charitable activities	131,516	-	131,516	83,485
Total receipts	132,756	0	132,756	98,563
Payments				
Charitable activities:				
Own My Life course delivery and training	89,297	-	89,297	70,634
Own My Life course development	1,037	3,676	4,713	15,327
Other	1,300	-	1,300	779
Total payments	91,634	3,676	95,310	86,740
Net receipts	41,122	-3,676	37,446	11,823
Cash funds brought forward	21,011	3,676	24,687	12,864
Cash funds at the end of the period	62,133	0	62,133	24,687

Statement of assets and liabilities				
	As at 5th April 2022			Last year 21/22
	Unrestricted funds	Restricted funds	Total funds	
	£	£	£	
Cash funds:				
Cash at bank	62,133	0	62,133	24,687
Total funds	62,133	0	62,133	24,687

Restricted Funding

- ▶ Awards 4 All, England

AMOUNT FROM BEFORE APRIL 2021: £3,630

AMOUNT IN PERIOD: £0

FOR: Providing trained organisations with course materials to deliver the course with women and supporting organisational development.

AMOUNT SPENT: £3,630

- ▶ Sir Halley Stewart Trust

AMOUNT FROM BEFORE APRIL 2021: £46

AMOUNT IN PERIOD: £0

FOR: Organisational development.

AMOUNT SPENT: £46

Unrestricted Funding

During the reporting period the majority of our unrestricted income came from primary purpose trading (PPT). This includes:

- ▶ Being paid to deliver training.
- ▶ Being paid to provide course materials (WoManuals, Journals, Resource Boxes) to those delivering the Own My Life course.

Any profits from PPT have been (or will be) reinvested to further our charitable objects..

INCOME FROM PPT: £131,516

AMOUNT SPENT: £91,634

Significant payments

All those who work for us are self-employed. Our CEO has provided her time pro-bono, with her self-employed partnership, Spark, contracted to deliver the majority of our training, administration and resource provision. The breakdown of these costs are:

Training: £23,750

Administration: £18,240

Resource provision: £28,557

Other: £1,623

Approved by the board of The Women's Liberation Collective.

Registered Charity No. 1184411

RELATED PARTIES TRANSACTIONS

In this report period:

- ▶ There are two related parties.

In the last report period (2020/21):

- ▶ There was one related party.

Related parties

One trustee, Sadia Masud was a related party. She received monies for working as a co-trainer on some training events. Spark was also a related party. Spark is the self-employed partnership of Natalie Collins, founder of the Own My Life course and our CEO, and Andrew Collins. Prior to setting up the charity, Natalie was paid to deliver the Own My Life course via Spark. As Andrew provided administration support for Natalie's other work, the trustees were confident Andrew would be the best person to provide administration support to the charity. With the support of the trustees, Natalie and Andrew have chosen to remain self-employed. This reduces the workload and cost to the the charity (no payroll etc is needed) and allows Natalie and Andrew freedom to do work with other organisations. In this report period, Natalie's work as CEO has been done pro-bono.

Terms and conditions

Any operation matters which involve payments to Spark require trustee approval with Spark having only read-only access to the charity bank account. Spark's fees are discussed and approved by the trustees, with any changes to fees or responsibilities reviewed and voted on by trustees.

Related parties

Description of transactions	Period ending 5th April 2022			
	Amount	Balance	Provision for bad debts	Amounts written off
	£	£	£	£
Training delivery	29,050	-	-	-
Administration	18,240	-	-	-
Resource provision	28,557	-	-	-
Other	1,623	-	-	-
	77,470	0	0	0

Related parties (previous report period)

Name of Related Party	Description of transactions	Period ending 5th April 2021			
		Amount	Balance	Provision for bad debts	Amounts written off
		£	£	£	£
Spark	Training delivery	26,490	-	-	-
	Administration	6,720	-	-	-
	Resource provision	46,887	-	-	-
	Development	3,154	-	-	-
Total		83,251	0	0	0

BENEFITS IN KIND

Alongside the funding we have had, we have also been gifted other resources which have enabled us to achieve so much.

Period gifted	Resource	Amount	Approx cash value
April 2021 - February 2022	Natalie Collins' volunteered time to run the charity.	3 days per month	£10,800
April 2021 - April 2022	Katherine Patterson has been our social media manager.	6 hours per month	£2,160
Autumn 2021	Accountant Tracey Moore gave us a financial health check to ensure all our financial systems were as positive as possible.		£400
2019 - 2021	Adrian Miller provided independent examination of our accounts.		£700
			£17,180

INDEPENDENT EXAMINER'S REPORT

I report to the trustees on my examination of the accounts for The Women's Liberation Collective, Charity No 1184411 for the year ended 5th April 2022 which are set out on pages 25 - 26.

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

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

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

- Accounting records were not kept in accordance with section 130 of the Act

or

- the accounts do not accord with the accounting records.

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

Kay Merrick ACMA

Be Buoyant Limited, Reinsbrook, Sambourne Park, Sambourne, B96 6PE



Kay Merrick | 9th June 2022

THANK YOU S

Course participants

It takes such courage to embark on Own My Life. Thank you for trusting the course and for your open-hearted willingness to do the hard work of making sense of your life. We exist because of you, and for you.

Facilitators

Thank you for your commitment to women's lives and for being part of the Own My Life sisterhood. It is through your willingness to learn on the facilitator training and your skills and wisdom that the Own My Life course makes a difference to women.

KP

We remain so grateful to you for your social media expertise and that you give your time so generously to ensure that our social feeds are up to date and engaging.

Sarah Moss

Thank you for being our first ever Chair! Your wisdom and gift as a policy queen has enabled us to build a strong foundation. We wouldn't be here without you!

Tracy Moore

Your accountancy expertise and willingness to offer some time to give us a health check enabled us to be fully confident our financial processes, thank you!

David Waterhouse and Aysha Awan

Thank you for your help and expertise in writing a press release for domestic abuse services delivering the Own My Life course. It enables them to more effectively share the power of Own My Life on women's lives.

The Co-op Centre
Sunderland, SR2 8AH
Phone: 07818 328391
www.ownmylifecourse.org/wlc
info@ownmylifecourse.org



THE WOMEN-S LIBERATION COLLECTIVE

England & Wales - Charity number 1184411

Accounts



ANNUAL
REPORT

Registered Charity
1184411

For the period ended 5 April 2021

www.ownmylifecourse.com/wlc

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WELCOME

Interim Chairwoman's Report

Welcome to our annual report for April 2020 - April 2021. The COVID-19 pandemic has been with us since the beginning of this year and has caused high levels of suffering and struggle, not least the escalation of men's violence towards women and children. In a climate of increased perpetration, local domestic abuse services have had to radically overhaul their delivery methods in order to reach women, with the pandemic also triggering historical trauma for many women.

Initially, our plans to deliver in-person training across the UK had to be entirely rethought. We adapted the Own My Life course materials and training for online delivery and our work has grown from strength to strength. We trained hundreds of practitioners from across the UK (and beyond) to deliver the course with women and have been excited to hear that the materials are making a big difference to domestic abuse services, particularly at this time.

Our objectives for 2020/21, and the ways we have met them have included:

- ▶ To strengthen and streamline governance structure: After two founding trustees moved on we completed a Skills Audit with our other trustees and recruited new trustee Henu Cummins, CEO of innovative Kent charity [DAVSS](#). She has significant experience in charity leadership, domestic abuse responses and a background in law. As a result our board is in a strong governance position. We have approved all necessary policies and have a policy review system in place.
- ▶ To recruit and retain a Chief Executive Officer: As a result of developing a sustainable training model, funded by services paying for training, we have been able to secure Natalie Collins' time for running the charity along with delivering the Own My Life training. She has stated that she would prefer to remain contracted for this role and this has reduced the financial risk to the charity in delivering our work.
- ▶ Funding in place to retain staff: As a result of COVID-19, the funding landscape has become increasingly challenging. This has meant that while we have been able to develop a sustainable model for training (including paying an administrator and trainer), we are finding business development challenging. We remain confident that the life changing impact of our work means that we will be successful eventually in securing funding for business development. We have developed the Sisterhoodie, a hooded jumper that is available on our website, as a way of raising funds.
- ▶ Training revenue growth: For the majority of 2020/21, we were primarily funded by the Sir Halley Stewart Trust, with revenue from training and resource sales being our sole source of income from January. We have seen training and resource sales grow dramatically which has enabled us to build our reserves.
- ▶ Development of chargeable reflective practice sessions: We partnered with an assistant psychologist to pilot a scheme to offer Own My Life facilitators group reflective practice sessions, however the uptake for these has been low. The scheme remains on offer, but we don't expect it to become a significant part of our work.
- ▶ Identification of suitable financial systems: We are grateful to chartered accountant Esther Woollgar for offering pro-bono work building us a bespoke ledger for our accounts, which has enabled us to confidently manage the charity's finances.
- ▶ Creation of bespoke Customer Relationship Management system: Given the amount of training and resources we are providing we needed to an appropriate management system. We have been able to use our existing website provider to build this system.
- ▶ Development of robust ongoing evaluation system for Own My Life courses: As a result of offering online course delivery options, we have been able to develop the Evaluation Station, utilising Google Forms and Sheets to provide an automated evaluation system for facilitators that we can also use to evidence the impact of the course.
- ▶ Increase number of trained practitioners and women accessing the course: Across 2020/21, we trained 337 practitioners from across the UK, Ireland, the Isle of Man and Mexico. We are delighted about how many services have seen the value of the Own My Life course and are pleased that our infrastructure has supported this rapid growth of our work. Many of these practitioners have gone on to deliver the course with women. At least 209 women have started the course online since November 2020, with some additional courses run with women in-person.

I am so proud of everything The Women's Liberation Collective has achieved this year, particularly in the midst of a global pandemic and am confident that we will continue to grow as we head into the next year. Women who have been subjected to abuse, and their children, are central to everything we do, and I feel privileged to be part of their journey to regaining ownership of their lives. We appreciate all the practitioners who attend our training with open minds and hearts and wouldn't be able to do our work without their commitment to the course.

I am excited to see how we can continue to do this work as we move into 2021/22.



Sarah Moss, Interim Chairwoman | 4th May 2021

Registered Charity No. 1184411

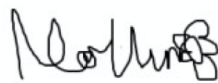
CEO REFLECTIONS

Interim CEO's Report

This year has been incredible; both in terms of the challenges we have faced and the ways we have overcome them. In a year when so many charities have struggled to effectively continue their work, we have seen the Own My Life course grow from strength to strength, in large part due to the digital imperative that emerged with COVID-19. This has enabled us to deliver training with practitioners across the UK and beyond. We have developed our methods and embraced online training, seeking to be innovative; creatively overcoming the gaps found in online spaces. The extraordinary opportunities of digital delivery have included a trainee participating from Mexico, waking up her neighbour at 7am as she sang with all the other participants, at the top of her voice, as we celebrated sisterhood at the end of a training event.

We have seen the board go from strength to strength, building robust financial systems and developing a sustainable model for our training delivery. This has been a positive and enabled us to look forward to how we can continue innovating and creating, to enable women's liberation and healing.

Most excitingly, it is amazing to hear the stories of how women's lives have been transformed and practitioners have been empowered through our work. In everything I do, it is women and their needs, challenges and strengths that motivate and enable me to do this work. I will continue to smash the patriarchy and give women the tools to liberate themselves from male violence and control, confident that our work is making a huge difference.



Natalie Collins, Interim CEO | 4th May 2021

VISION & MISSION

The Women's Liberation Collective was registered as a Charitable Incorporated Organisation on 15th July 2019.

1

Our vision

A world where women are liberated from male violence and control.

2

Our values

WOMAN-CENTRED: Women and their needs are at the centre of everything we do. Our aim to prioritise women is in accordance with the Equality Act 2010 in which "sex" is a protected characteristic.

LIBERATION: We seek to ensure that all women we reach experience equality of opportunity: we also aim to move beyond equality, and work towards a world where women are liberated from male violence and control.

RESISTANCE: This resistance is both collective and individual. As an organisation we will resist the oppression of women and the ways patriarchy harms us all. Alongside this, we recognise that all women find creative ways to resist abusers. Rather than this resistance being honoured, women are often met with scorn and blame. Our work seeks to honour and mobilise women's resistance to abuse and patriarchy.

INTEGRITY: We hold ourselves to a high ethical standard, striving to act honestly, fairly and consistently and using power wisely and well.

COLLABORATION: We foster collaborative spaces which build sisterhood and resist competitive attitudes. We will work together with charities and other partner organisations to achieve our goals.

3

Our Mission Statement

We will equip, train and educate women, so that they can take back ownership of their lives from male abusers. We will also work in wider society, to prevent abuse.

BOARD OF TRUSTEES

The Trustees present their Report together with the financial statements for the period ended of 6 April 2020 to 5 April 2021 for The Women's Liberation Collective, a Charitable Incorporated Organisation ("the Charity").

The Women's Liberation Collective provides resources for women who have been subjected to men's violence; and for organisations responding to men's violence and their practitioners to use with women.

We do this through the Own My Life course, an innovative, creative and educational 12-week course for women.

Our trustees are:

- ▶ (Shirley) Irene Hayes (15 Jul '19 - present)
- ▶ Sarah Moss (15 Jul '19 - present)
- ▶ Liza Thompson (23 Mar '20 - present)
- ▶ (Florence) Anne Lyttle (4 Aug '20 - present)
- ▶ Louise Tullin (4 Aug '20 - present)
- ▶ Sadia Masud (10 Sep '20 - present)
- ▶ Henu Cummins (10 Dec '20 - present)

The purposes of the charity as set out in our governing document are:

- ▶ To preserve and protect the health of women and relieve the distress and psychological, emotional and physical suffering experienced as a result of violence against women.
- ▶ To promote best practice and understanding among the public, voluntary and statutory agencies in all matters relating to violence against women and their families and other forms of abuse, their causes, remedies and prevention.

Through the Own My Life course we support organisations and practitioners to enable women to regain ownership of their lives when they have been subjected to abuse or violence by men. This is done through short videos, structured discussions, group and individual activities, and a comprehensive learning journal. It uses multimedia content to explain complex concepts about trauma and abuse in easy to understand video clips, along with videos which evidence how popular culture reinforces or perpetuates sexism, rape culture,

violence, misogyny, disrespect in relationships and abusive behaviour.

We have referred to the guidance contained in the Charity Commission's general guidance on public benefit and Code of Governance when reviewing our aims and objectives, governance arrangements and in planning our future activities.

As allowed for small charities, receipts and payment accounts have been prepared for this Report. The Trustees confirm that the Trustees' Report and financial statements of The Women's Liberation Collective comply with the provisions set out in Charities SORP (FRS 102).

We are incredibly proud of what we have achieved in the midst of a global pandemic and are committed to continuing to make a difference to women's lives.



SETTING THE CONTEXT



While we intended to begin a subsidised rollout of Own My Life course facilitator training in April 2020, COVID-19 measures meant that in-person training and course delivery became impossible. As a result, 2020 became an unexpected opportunity to redevelop the Own My Life course for online training and online course delivery. Between April - December 2020, we delivered thirteen online training events with 253 practitioners from the UK, Ireland, the Isle of Man and Mexico. Twelve training events were on Zoom; one training event was on Teams. Practitioners (or their organisations) paid a nominal fee of £40 for the training and this included full training and a Zoom Coaching session. This work was funded by the Sir Halley Stewart Trust and the Community Foundation.

It was also important to recognise that most practitioners who train to run the course will not have done online facilitation before. This means they will likely have low confidence and high anxiety about delivering the course online. Also, the training took place in the midst of a traumatic global pandemic. In order to make the online facilitator training and subsequent online course delivery a compelling option, we focussed on creating a powerful positive experience with high quality resources and equipping that would relieve facilitator anxiety and build their confidence.

Moving into 2021, and our grant funding ended, with the COVID-19 funding landscape changing and making it difficult to access funding. As a result, we have begun charging organisations £449 per training place, making the training element of our work sustainable. This is also more affordable for women's services than other organisations offering similar courses.

WHAT WE HAVE ACHIEVED



Comments from women who have participated in online Own My Life courses.

1. **THE ONLINE OWN MY LIFE PILOT:** The Own My Life course is a train-the-trainer model, with practitioners attending five-day online facilitator training that then allows them to deliver the course with women either online or in-person within their local context. Trainees receive the course WoManual and gain access to the course e-Hub; through this they can view and use the course videos and other multimedia content.

Through this pilot we perfected our online delivery method and began a more sustained roll-out of the course across the UK and beyond. The pilot enabled us to train a diverse range of practitioners, many of whom would have found in-person training inaccessible due to their location (e.g. Shetland Islands, Orkney, Isle of Man). It also enabled to build our network of practitioners.

2. **EXPANDED REACH:** We have hugely expanded our reach during this year. Our partnership with Welsh Women's Aid has led to them funding the course materials being translated into Welsh, with a significant proportion of Welsh services training to run the course. We have seen the course delivered across domestic abuse services and also seen some specialist sexual abuse services begin running the course. The map shows where courses are running across the UK and Ireland.

We have also had the opportunity to develop our social media presence, with regular posts on Twitter, Facebook and Instagram. This has been possible through the volunteer support from Katherine Patterson and in more recent months Sophie Lewis.

3. **SUCCESSFUL ONGOING TRAINING:** Since January 2021, we have been delivering training events with practitioners from across the UK. These have been extremely successful with 96% of practitioners stating the training is "excellent" and 86% of stating the training has "very much" increased their knowledge. 100% of participants said the training met or exceeded their expectations.



Map of courses.

WHAT WE HAVE ACHIEVED

We have been delighted with how well the Own My Life course pilot has gone and the amount of positive feedback we have received from women and facilitators.

We delivered seventeen facilitator training events. 337 practitioners trained as Own My Life course facilitators. We offer 2-hour Zoom coaching sessions for all practitioners to increase their confidence and skill in online facilitation via Zoom.

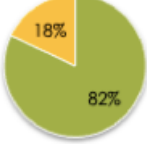
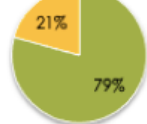

17	Online facilitator training events delivered	88	Organisations trained
337	Practitioners trained	209	women (at least) have started online courses.
80	Zoom coaching sessions offered	207	Facilitators participated in Zoom coaching sessions

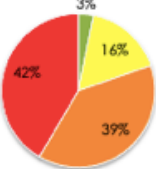
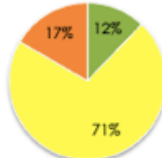


Map with numbers of participants and organisations trained.

WHAT WE HAVE ACHIEVED

Feedback from practitioners who attended facilitator training

<p>How much would you say the course has increased your knowledge?</p>	 <ul style="list-style-type: none"> Very much Somewhat Not at all
<p>Did the training meet your expectations?</p>	 <ul style="list-style-type: none"> Exceeded Yes No
<p>Will the training impact your practice? (This was only asked of trainees from Jan - Mar 2021)</p>	 <ul style="list-style-type: none"> Yes Other No

	Before Zoom Coaching	After Zoom Coaching
<p>How confident are you about delivering the Own My Life course via Zoom?</p>	 <ul style="list-style-type: none"> Totally confident Mostly confident A bit confident Not at all confident 	 <ul style="list-style-type: none"> Totally confident Mostly confident A bit confident Not at all confident

Feedback from practitioners about the training:

THE BEST ZOOM TRAINING I HAVE BEEN ON. REALLY REFRESHING AND ENERGISING.

I CANNOT SING ITS PRAISES ENOUGH. IMMENSELY INTERESTING AND INFORMATIVE. BEST TRAINING I'VE HAD THE PLEASURE OF COMPLETING.

THIS COURSE WILL CHANGE PEOPLE'S LIVES, IT HAS TO BE THE NEW BENCHMARK. IT'S CURRENT, UP TO DATE, FORWARD THINKING AND WILL ENABLE LIFE CHANGING DECISIONS, KEEPING WOMEN SAFER.

IT IS THE MOST KNOWLEDGEABLE, EXCITING AND INSPIRING TRAINING.

IT IS BY FAR THE BEST AND MOST UP TO DATE WAY OF EXPLAINING DOMESTIC ABUSE.

I FOUND THIS 12 SESSION COURSE TO BE A TRULY UPLIFTING, POSITIVE AND EMPOWERING EXPERIENCE, AS A PRACTITIONER AND ALSO AS SOMEONE WHO HAS BEEN SUBJECTED TO DOMESTIC ABUSE.

I WAS QUITE IMPRESSED HOW THE ZOOM TRAINING WAS STRUCTURED

ZOOM OFFERS A FANTASTIC OPPORTUNITY FOR LEARNING AND MEETING NEW PEOPLE FROM FAR AND WIDE. THE DELIVERY WAS INCREDIBLE AND PROFESSIONAL.

THIS IS THE GREATEST OPPORTUNITY WOMEN AND TRAINERS WILL GET IN UNDERSTANDING THE EFFECTS OF HAVING BEEN IN A RELATIONSHIP WITH AN ABUSIVE PARTNER AND THE LIFELONG JOURNEY THAT GOES WITH IT.

THIS WAS THE MOST INFORMATIVE, AND MOST FUN, TRAINING COURSE I HAVE EVER BEEN ON!

WHAT WE HAVE ACHIEVED

Feedback from women who have attended the Own My Life course.

Moira

“Survivors need this group to gain confidence to be able to own their life...Most women that have been in dv relationships suffer from ptsd and trying to own your life with that is difficult but doing this course gives you the tools to be able to overcome that.”

Joy

“The course helps you to grow in yourself; your confidence, resilience and worth, in an almost family like environment. The people you get to communicate with are so kind hearted and respectful. The course is designed to go at your own pace with no pressure at any point to do something out of your comfort zone.”

Alaria

“This course has helped me break free from a situation where I was separated but still holding mentally on to my marriage, when I knew that nothing would change in the future. I formed a traumatic attachment which was not healthy and I was walked over as though I wasn't important. I know my self worth now and what is acceptable and what is not and this course has helped me take the step I needed to. Thank You.”

Shernet

“This course has been the biggest help to me getting over a difficult breakup. It's helped me keep my home, provide a stable base for my child, to understand really challenging behaviours of my ex-partner, and to respond more appropriately so that the future looks safe and doable again.”

WHAT WE HAVE ACHIEVED

Feedback from women who have attended the Own My Life course.

I FELT SAFE TO BE ABLE TO SPEAK OPENLY & WE HAD A LOVELY GROUP OF LADIES WHO ALL SUPPORTED EACH OTHER.

GAINING KNOWLEDGE WHERE PREVIOUSLY THERE WAS CONFUSION AND UPSET.

THE COURSE HELPED ME IDENTIFY THAT WHAT I HAVE EXPERIENCED IS NOT MY FAULT, BLAME DOESN'T BENEFIT, AND ABUSE HAPPENS BECAUSE IT IS HOW THAT PERSON CHOSE TO ACT NOT BECAUSE OF THEIR SITUATION OR EXPERIENCES.

WE ARE WHOLE AND TO GET THROUGH LIFE WE HAVE TO CARE FOR OURSELVES AND PUT OURSELVES FIRST.

FINALLY UNDERSTANDING SELF-EFFICACY. THE COURSE GIVES YOU THE TOOLKIT TO MAKE IMPROVEMENTS IN YOUR LIFE AND NO NEED FOR NOT TAKING. ZOOM WORKED FOR ME.

VERY EMPOWERING COURSE THAT TOTALLY BUILT ON MY CONFIDENCE PROVIDING STRENGTH, HOPE AND LOVE, AS WELL AS FANTASTIC SUPPORT AND COPING STRATEGIES FOR THE FUTURE.

HAVING A COMMUNITY OF WOMEN, ESPECIALLY DURING LOCKDOWN.

CHANGING MY PERSPECTIVE ON MY LIFE AS A WOMAN.

JUST NOW BEING AT A POINT IN MY LIFE I NEVER THOUGHT I'D GET TO, OWN MY LIFE HAS COMPLETED THE HOLES THAT NEEDED FILLING.

BEFORE OML, I THOUGHT I WAS IN THE WRONG. THE COURSE HAS GIVEN ME CONFIDENCE. IT HAS GIVEN ME TOOLS TO USE IN FUTURE RELATIONSHIPS. I CANNOT SEE WHAT A GOOD RELATIONSHIP SHOULD BE.

LEARNING WAS EASY WITH THE JOURNALS AND THE VIDEOS AND THE FACILITATORS HELPED PUT IT INTO CONTEXT.

WHAT WE HAVE ACHIEVED

Feedback from women who have attended the Own My Life course.



FINANCIAL REVIEW

During the period up to 5th April 2021, The Women's Liberation Collective received total income of £98,608.24, of which £13,037.50 comprised grant funding, with £766.81 raised in donations. This income was attributable to charitable activities relating to delivering the Own My Life course.

Expenditure incurred for 2020/21 totalled £86,785.37, all of which related to charitable activities. As we are still in the early stages of our organisation, those who do the work for us are currently self-employed, which means that our staffing costs are integrated within the project costs, rather than being separate to them.

Total funds as at 5 April 2021 were £25,687.73 of which £8,405.76 represented unrestricted funds and £16,281.97 represented restricted funds. Of the restricted funds, £12,651.97 is revenue from training that is to be allocated to training expenditure and £3,630 related to the grant awarded by Awards for All England in March 2020 to be allocated against organisation development. Free reserves, representing unrestricted funds less tangible fixed assets totalled £8,405.76.

Our reserves policy can be found within our Financial Management Procedure [HERE](#).

STRUCTURE AND GOVERNANCE

Constitution

The Women's Liberation Collective was established in 2019 and achieved charitable status in 2019. The Women's Liberation Collective is a Charitable Incorporated Organisation and is constituted by its Articles of Association dated 15 July 2019.

Recruitment and election of trustees

When a vacancy in the Trustee Board occurs, care is taken to ensure that new Trustees are able to contribute effectively alongside the existing board by providing complementary skills. During the period up to 5th April 2021, the Charity has approved the following policies:

- ▶ Safeguarding Policy
- ▶ Equal Opportunities
- ▶ Complaints Policy
- ▶ Financial Management Procedure
- ▶ GDPR Policy Statement
- ▶ Governance Policy
- ▶ Health and Safety Policy
- ▶ Website Privacy Policy

Our Safeguarding, Complaints, Privacy, and Equal Opportunities policies are available on our website [HERE](#). A skills audit of the current Board of Trustees has been undertaken. We have developed a trustee induction process for new trustees, which includes completion of the skills audit and a 6-month trustee confirmation period.

Office holding trustees (Chair and Treasurer) are voted in for 3-years, with an opportunity for review at the charity AGM.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Charity's transactions and disclose with reasonable accuracy at any time the financial position of the Charity. They 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.

Approved by order of the members of the board of Trustees; Sarah Moss, (Shirley) Irene Hayes, Liza Thompson, (Florence) Anne Lyttle, Louise Tullin, Sadia Masud and Henu Cummins and signed on their behalf by:



Sarah Moss, Interim Chair

FINANCIAL REPORT

Our bankers are: Metro Bank, Brewery Walk, Waterloo Rd, Romford, RM1 1AU.

Receipts and payments account

	Period ending 5th April 2021		
	Unrestricted funds	Restricted funds	Total funds
	£	£	£
Receipts			
Voluntary income:			
Grant income	1,000	12,038	13,038
Voluntary receipts	2,040	-	2,040
Charitable activities	83,485		83,485
Total receipts	86,525	12,038	98,563
Payments			
Charitable activities:			
Own My Life course delivery and training	57,718	12,916	70,634
Own My Life course development	7,124	8,203	15,327
Other	779	-	779
Total payments	65,621	21,119	86,740
Net receipts	20,904	-9,081	11,823
Cash funds brought forward	107	12,757	12,864
Cash funds at the end of the period	21,011	3,676	24,687

Statement of assets and liabilities

	As at 5th April 2021		
	Unrestricted funds	Restricted funds	Total funds
	£	£	£
Cash funds:			
Cash at bank	21,011	3,676	24,687
Total funds	21,011	3,676	24,687

Restricted Funding

During the reporting period we had two restricted funding sources. The details of these are:

- ▶ The Sir Halley Stewart Trust

AMOUNT FROM BEFORE JULY 2019: £2,857

AMOUNT IN PERIOD: £12,038

FOR: Developing the Own My Life course, delivering pilot courses and delivering training events.

AMOUNT SPENT: £14,895

- ▶ Awards 4 All, England

AMOUNT FROM BEFORE APRIL 2020

AMOUNT: £9,900

AMOUNT IN PERIOD: £0

FOR: Providing trained organisations with course materials to deliver the course with women and supporting organisational development.

AMOUNT SPENT: £3,630

Unrestricted Funding

During the reporting period the majority of our unrestricted income came from primary purpose trading (PPT). This includes:

- ▶ Being paid to deliver training.
- ▶ Being paid to provide course materials (WoManuals, Journals, Resource Boxes) to those delivering the Own My Life course.

Any profits from PPT have been (or will be) reinvested to further our charitable objects..

INCOME FROM PPT: £83,485

AMOUNT SPENT: £57,718

Approved by the board of The Women's Liberation Collective.

NON CASH PAYMENTS

Alongside the funding we have had, we have also been gifted other resources which have enabled us to achieve so much.

Period gifted	Resource	Amount	Approx cash value
April 2020 - April 2021	Natalie Collins' volunteered time to run the charity.	3 days per month	£10,800
April 2020 - December 2020	Andrew Collins' volunteered time to do administration for the charity and the Own My Life training	2 days per month	£2,160
October 2020	Paul Johnson offered pro-bono advice on setting up an automated evaluation system.	4 hours	£400
October 2020 - November 2020	Wendy McGeachy of <u>Imago Community</u> offered support to trustees with establishing the best model for our work.	3 hours	£120
November 2020 - April 2021	Katherine Patterson has been our social media manager.	6 hours per month	£900
November 2020	Esther Woollgar developed our accounts ledger.	2 days	£500
November 2020	Zainab Karachiwala designed our Sisterhoodie.	1 day	£500
November 2020 - February 2021	Jo Costello provided advice and guidance on funding applications and organisational development.	1 day per month	£1200
February 2021 - April 2021	Gill Orman has provided fundraising support.	4 hours per month	£480
February 2021 - April 2021	Sophie Lewis has provided social media support.	4 hours per month	£120
			£17,180

INDEPENDENT EXAMINER'S

DI report to the trustees on my examination of the accounts of the Women's Liberation Collective CIO, registered charity no. 1184411, for the year ended 5 April 2021.

As the charity's trustees, 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 Trust'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.

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination which gives me cause to believe that in, any material respect:

- ▶ the accounting records were not kept in accordance with section 130 of the Charities Act; or
- ▶ the accounts did not accord with the accounting records; or
- ▶ the accounts did 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 am content that a proper understanding of the accounts can be reached from the information provided to me. Nonetheless, I have advised that the CIO should, as a matter of urgency, seek legal advice as to the correct categorisation of trading income, and that care is taken to ensure that any applicable taxes are paid.

Rev Adrian Miller, Clerk in Holy Orders

The Rectory, The Common, Mulbarton, Norwich, Norfolk NR14 8JS



Rev Adrian Miller | 24th June 2021

THANK YOU S

Course participants

Thank you for your courage. For being willing to face what was done to you and find a way through it. You are the reason we do this work and we are honoured that the Own My Life course has been part of your healing journey.

Facilitators

Thank you for your open hearted and open minded participation in facilitator training and for taking the course forward with passion and skill.

Sir Halley Stewart Trust

We only exist because you encouraged us to have a formal structure to governance the Own My Life course. Thank you for envisioning us into existence and for funding our work.

Paul Johnson

Your technical support in working out the best solution for course evaluations was invaluable in building systems which truly hear women's experiences, support women's services in effectively measuring the impact of the course and help us to prove we are making a difference.

Esther Woollgar

You are a spreadsheet genius and our financial systems are excellent because of your pro-bono support. Thank you for helping us build such robust systems and for your sisterly solidarity.

KP

Your expertise and willingness to support our social media presence has been invaluable. It has been brilliant to have regularly updated feeds, thank you for your ongoing support and work.

THANK YOU S

Zainab Karachiwala

Your Sisterhoodie design captured the heart of our work, our beautiful and bold hoodie is due to your work and is raising money and awareness of our work.

Jo Costello

You have supported us in innumerable ways, cheering us on and helping our organisation to be the best it can be.

Gill Orman

Funding applications are incredibly challenging and your willingness to support us and use your skills to complete funding applications has been so greatly appreciated.

Sophie Lewis

Thank you for using your creativity to build positive and educational social media posts. It is great to have you as part of the team.

Andrew Collins

Your administrative support has kept us going and enables us to make such a big impact. Thank you.

Individual donors

Thank you to those who have individually donated to us. We are especially grateful to Celia and John Wyatt for your generous donation.

Golden Bottle Trust

Thank you to the Golden Bottle Trust for your £1000 grant to us! This was so gratefully received and will make a big difference to our work. Thank you also to Vic Mason for championing us so wonderfully.

THANK YOU S

Hazel Skelton and Sarah Lothian

As founding trustees of The Women's Liberation Collective, your willingness to be part of our work as we began and to contribute to our early development was so important. Thank you for being part of the team!

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