



## ANNUAL REPORT

Registered Charity  
1184411

For the period ending 31st March 2025

[www.ownmylifecourse.com/wlc](http://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 Ebun 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 100<sup>th</sup> 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 he 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 Fearn 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 women 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.

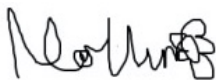
I enjoyed travelling to Newcastle, Belfast, Plymouth, the Isle of Man, County Kerry and to the Lake District to spread the word about Own My Life. Victoria Mason and I were joined by Tina Pearmine in our exploratory trip to build relationships in Belfast. It was precious as each of them shared with strategic 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!**

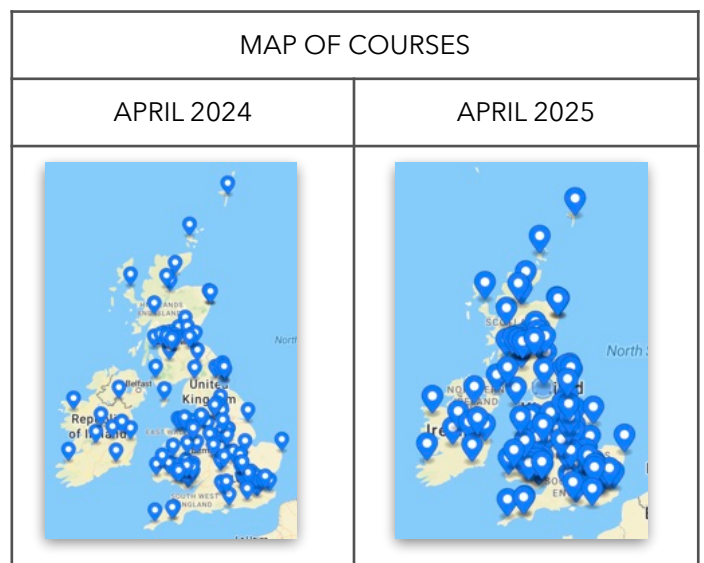


# WHAT WE HAVE ACHIEVED



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

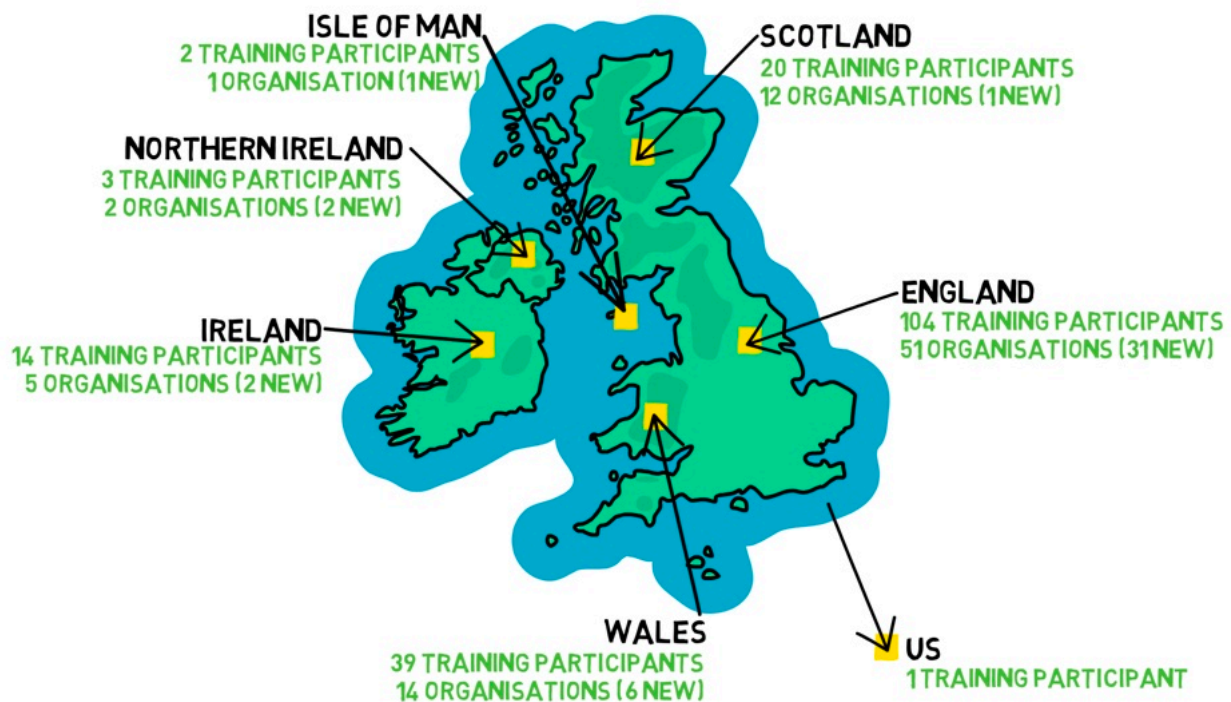
- 1. GROWTH:** We have seen more practitioners trained and new courses starting in new geographic areas across the UK (most notably in Northern Ireland!) and Ireland. We have seen more practitioners from outside the domestic abuse sector training as facilitators, including those supporting women around 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.

<b>10</b>	Online facilitator training events delivered.	<b>85</b>	Organisations trained.
<b>184</b>	Practitioners trained.	<b>3,065</b>	Journals provided for women accessing courses.
<b>54</b>	Practitioners attended Zoom Coaching sessions.	<b>526</b>	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.	<p>Definitely 7%, Mostly 20%, Sometimes 62%, Never 11%</p>	<p>Definitely 41%, Mostly 41%, Sometimes 18%, Never 0%</p>
I can make sense of my life.	<p>Definitely 6%, Mostly 23%, Sometimes 59%, Never 12%</p>	<p>Definitely 44%, Mostly 44%, Sometimes 11%, Never 1%</p>
Overall, I feel good about my life.	<p>Definitely 4%, Mostly 24%, Sometimes 59%, Never 13%</p>	<p>Definitely 33%, Mostly 47%, Sometimes 20%, Never 0%</p>
I am as healthy as I can be.	<p>Definitely 8%, Mostly 35%, Sometimes 46%, Never 11%</p>	<p>Definitely 25%, Mostly 47%, Sometimes 25%, Never 3%</p>
I know where to go if I need help with difficulties in my life (e.g. money, health, job, education).	<p>Definitely 5%, Mostly 52%, Sometimes 39%, Never 4%</p>	<p>Definitely 59%, Mostly 30%, Sometimes 10%, Never 1%</p>
I like and feel safe in my neighbourhood and/or community.	<p>Definitely 25%, Mostly 39%, Sometimes 30%, Never 6%</p>	<p>Definitely 42%, Mostly 40%, Sometimes 16%, Never 2%</p>

# 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>Definitely 47%, Mostly 39%, Sometimes 14%, Never 0%</p>	<p>Definitely 92%, Mostly 8%, Sometimes 0%, Never 0%</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>Definitely 20%, Mostly 21%, Sometimes 52%, Never 7%</p>	<p>Definitely 39%, Mostly 18%, Sometimes 39%, Never 4%</p>
I feel in control of my finances/ money.	<p>Definitely 21%, Mostly 33%, Sometimes 35%, Never 11%</p>	<p>Definitely 43%, Mostly 39%, Sometimes 16%, Never 2%</p>
If I am a parent and am in contact with my children, I feel able to meet their needs.	<p>Definitely 48%, Mostly 37%, Sometimes 14%, Never 1%</p>	<p>Definitely 73%, Mostly 22%, Sometimes 4%, Never 1%</p>
If I am a parent, I am confident that my children know that I love them.	<p>Definitely 78%, Mostly 15%, Sometimes 7%, Never 0%</p>	<p>Definitely 90%, Mostly 6%, Sometimes 3%, Never 1%</p>

# 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 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.

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.

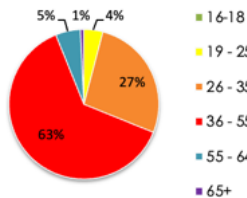


# WHO ARE THE COURSE PARTICIPANTS?

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

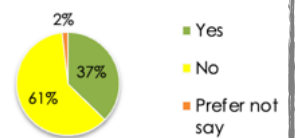
## Age

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



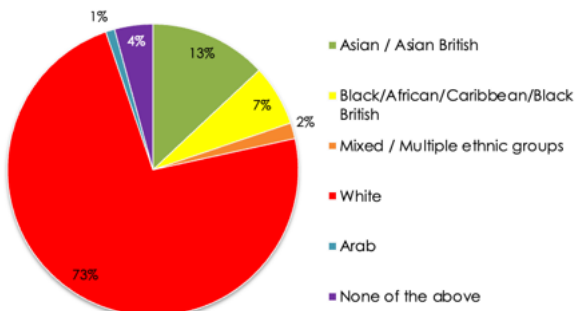
## Disability

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.



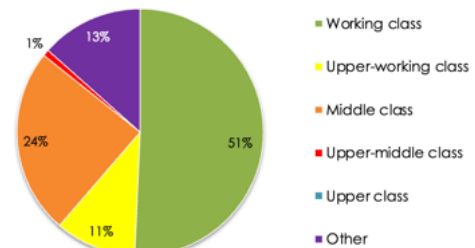
## Ethnicity

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.



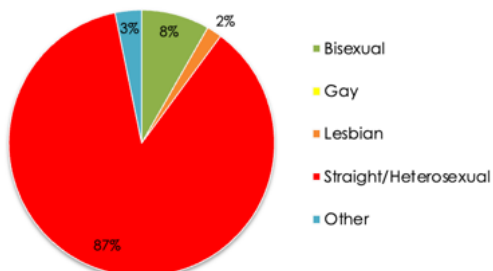
## Class

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.



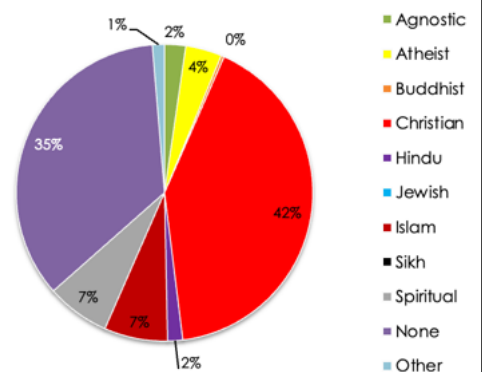
## Sexuality

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

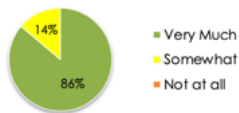
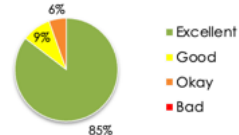

When asked to identify their faith from a list; 42% were Christian, 35% had no faith, 7% said Islam, 7% were "spiritual", 4% were atheists, 2% were Hindu, 2% were agnostic, 1% were "other", and >1% were Buddhist.





# 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"> <li>Very Much</li> <li>Somewhat</li> <li>Not at all</li> </ul>
How did you find the training overall?	 <ul style="list-style-type: none"> <li>Excellent</li> <li>Good</li> <li>Okay</li> <li>Bad</li> </ul>
Will the training change your practice?	 <ul style="list-style-type: none"> <li>Yes</li> <li>No</li> <li>Other</li> </ul>

## 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.

The resources are fantastic - the journal is beautiful and so very useful, the WoManual 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.

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

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

It's a life and perspective changing experience.

I feel radicalised, incentivised and energised.

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 is all so thoughtfully put together.

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.

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

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

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.

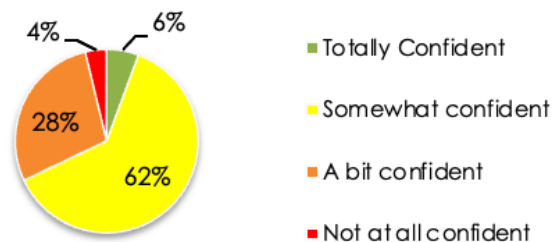


# IMPACT OF ZOOM COACHING

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 about delivering the Own My Life course via Zoom?	<table><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></table>	Totally Confident	2%	Mostly confident	13%	A bit confident	42%	Not at all confident	43%	<table><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></table>	Totally Confident	24%	Mostly confident	70%	A bit confident	6%	Not at all confident	0%
Totally Confident	2%																	
Mostly confident	13%																	
A bit confident	42%																	
Not at all confident	43%																	
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.

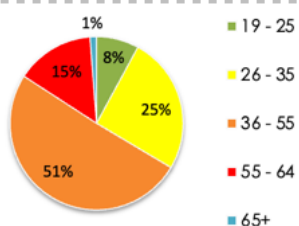
You are doing a good job. And this was an amazing session. Louise, it did not feel like I was your only student. Thank you and well done.

# WHO ARE OUR TRAINEES?

For our 232 trainees we know that...

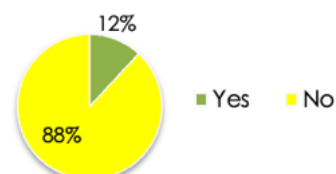
## Age

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



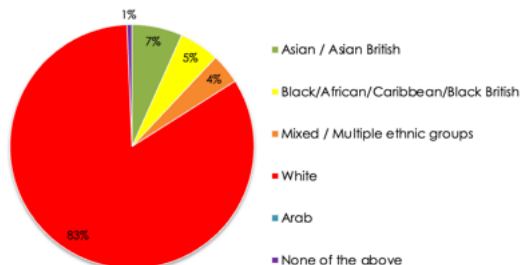
## Disability

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.



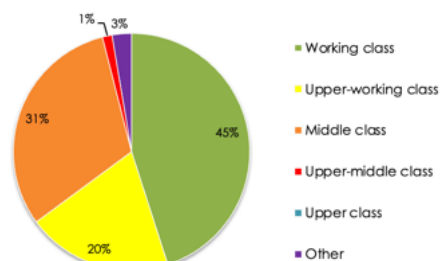
## Ethnicity

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.



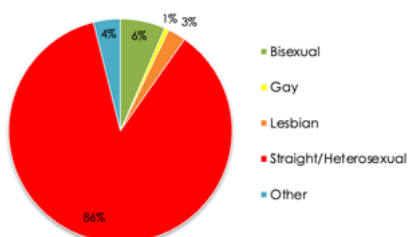
## Class

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



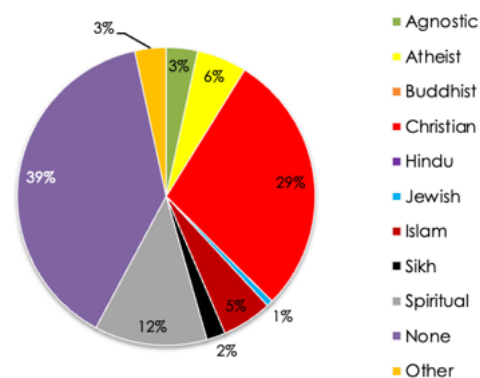
## Sexuality

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

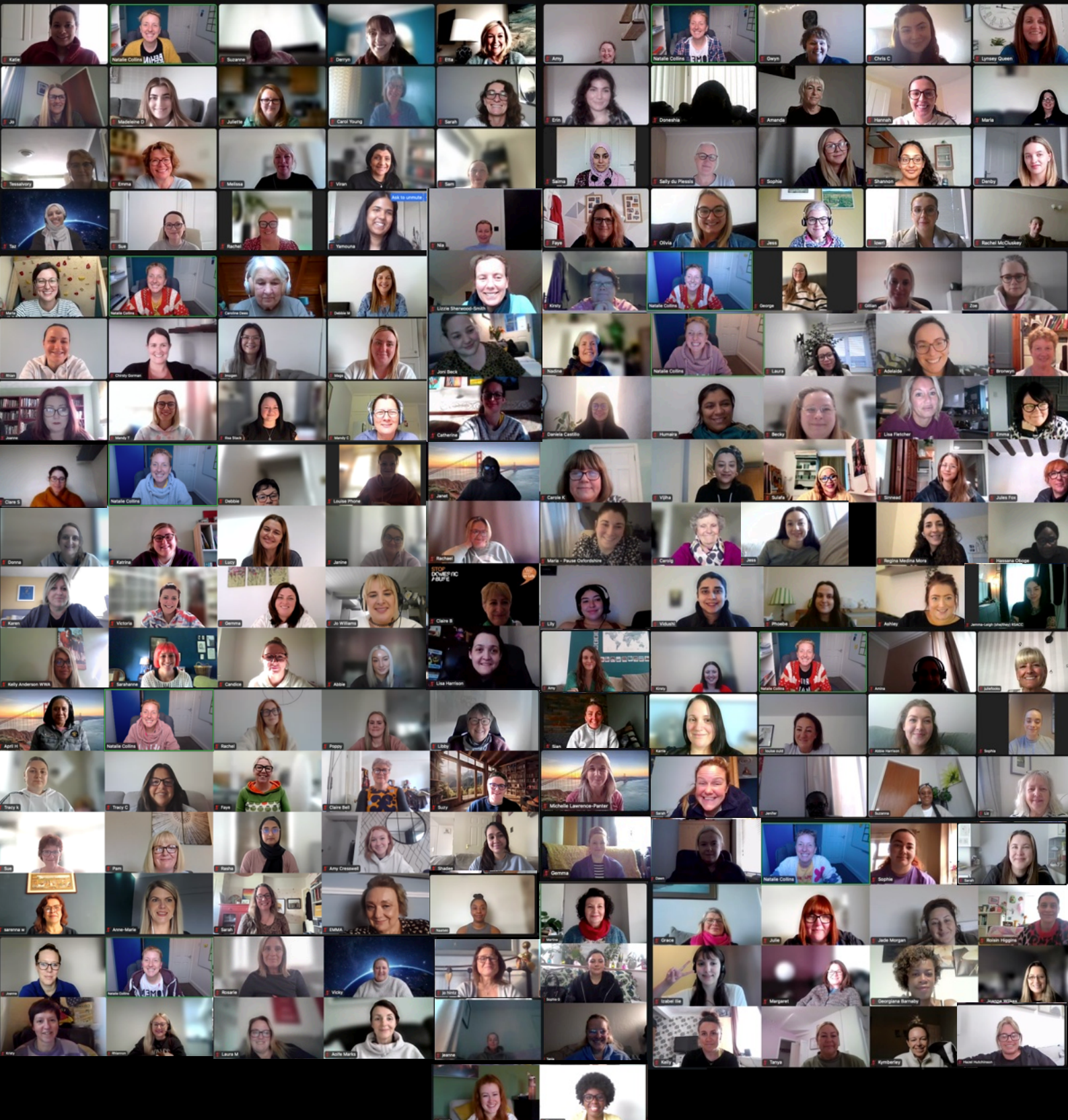
When asked about their faith; 39% had no faith, 29% were Christian, 12% were spiritual, 6% were Atheist, 5% said Islam, 3% were "other", 3% were Agnostic, 2% were Sikh, and >1% (1 participant) were Jewish.





# 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
	£	£	£	£	£	£	£
<b>Receipts</b>							
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
<b>Total receipts</b>	<b>187,514</b>	<b>7,365</b>	<b>194,879</b>	<b>152,344</b>	<b>118,958</b>	<b>132,756</b>	<b>98,563</b>
<b>Payments</b>							
Charitable activities	147,490	10,775	158,265	138,031	129,301	94,956	86,740
Trading	207	0	207	450	124	354	0
<b>Total payments</b>	<b>147,697</b>	<b>10,775</b>	<b>158,472</b>	<b>138,481</b>	<b>129,425</b>	<b>95,310</b>	<b>86,740</b>
<b>Net receipts</b>	<b>39,817</b>	<b>-3,410</b>	<b>36,407</b>	<b>13,863</b>	<b>-10,467</b>	<b>37,446</b>	<b>11,823</b>
Cash funds brought forward	57,229	8,300	65,529	51,666	62,133	24,687	12,864
<b>Cash funds at the end of the period</b>	<b>97,046</b>	<b>4,890</b>	<b>101,936</b>	<b>65,529</b>	<b>51,666</b>	<b>62,133</b>	<b>24,687</b>

## 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
	£	£	£	£	£	£	£
<b>Assets</b>							
Cash at bank	97,046	4,890	101,936	65,529	51,666	62,133	12,864
<b>Total assets</b>	<b>97,046</b>	<b>4,890</b>	<b>101,936</b>	<b>65,529</b>	<b>51,666</b>	<b>62,133</b>	<b>24,687</b>
<b>Total assets represented by:</b>							
<b>Liabilities</b>							
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				
<b>Total liabilities</b>	<b>20,290</b>	<b>0</b>	<b>20,290</b>	<b>9,652</b>	<b>10,555</b>	<b>-</b>	<b>-</b>
Reserves	10,000		10,000	-	-	-	-
Operational funds	66,756	4,890	71,646	55,877	41,111	-	-
<b>Total funds</b>	<b>97,046</b>	<b>4,890</b>	<b>101,936</b>	<b>65,529</b>	<b>51,666</b>	<b>62,133</b>	<b>24,687</b>

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
<b>Spark Total</b>	<b>126,580</b>	<b>104,949</b>

# 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

## **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 of 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](http://www.ownmylifecourse.org/wlc)

[info@ownmylifecourse.org](mailto:info@ownmylifecourse.org)

