

DEAF-INITELY WOMEN

England & Wales · Charity number 1185431

Details

Status Registered

Legal form CIO

Registered 2019-09-23

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

Contact

Address Room 25
Strutts Community Centre
Derby Road
Derby Road
Belper
Derbyshi

Phone 01773828233

Email info@deafinitelywomen.org.uk

Website www.deafinitelywomen.org.uk

Activities

Objects: TO RELIEVE THE NEEDS OF DEAF WOMEN PARTICULARLY IN DERBYSHIRE, IN PARTICULAR BUT NOT EXCLUSIVELY BY THE PROVISION OF INFORMATION ADVOCACY AND SUPPORT.

Activities: Deaf-initely Women is an organisation that is governed and managed by deaf women, delivering services/activities for their peers. We aim to build their financial and emotional resilience.

Classification

- **How:** Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research
- **What:** General Charitable Purposes, Education/training, Human Rights/religious Or Racial Harmony/equality Or Diversity
- **Who:** People With Disabilities, Other Defined Groups

Geography

- Throughout England

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£396,454	£361,738	-	-
2024-01-31	£477,684	£423,851	-	-
2023-01-31	£338,050	£319,687	-	-
2022-01-31	£346,535	£288,587	-	-
2021-01-31	£256,072	£132,841	-	-

Trustees

Name	Role	Appointed
Niki Johnson	Chair	2023-09-26
Angela Guilfoyle		2023-03-21
Christine Ann Baxter		2026-01-20
Christine Jones		2024-11-19
Eleanor Davis		2026-03-17
Heather Woolford		2025-05-20
Joanna Downes		2026-01-20
Sophia Firdous		2026-03-17

DEAF-INITELY WOMEN

England & Wales - Charity number 1185431

Accounts

REGISTERED CHARITY NUMBER: 1185431

**Trustees' Report and
Unaudited Financial Statements
for the Year Ended 31 March 2025
for
Deaf-initely Women**

Mabe Allen LLP
Chartered Accountants
50 Osmaston Road
Derby
DE1 2HU

Deaf-initely Women

Contents of the Financial Statements for the Year Ended 31 March 2025

	Page
Reference and Administrative Details	1
Chairperson's Report	2
Chief Executive Officer's Report	3
Trustees' Report	4 to 6
Independent Examiner's Report	7
Statement of Financial Activities	8
Balance Sheet	9
Notes to the Financial Statements	10 to 22
Detailed Statement of Financial Activities	23 to 24

Deaf-initely Women

Reference and Administrative Details for the Year Ended 31 March 2025

TRUSTEES

J Silo
A Gullfoyle
C Silo (resigned 20/5/2025)
M O'Brien (resigned 22/9/2024)
L Driver (resigned 20/5/2025)
N Johnson
S Killian (resigned 26/1/2025)
M Harrison (resigned 7/8/2024)
L Warnock
C Jones (appointed 19/11/2024)
C Holland (appointed 24/1/2025)
H Woolford (appointed 20/5/2025)
B Payne

PRINCIPAL ADDRESS

Room 25
Strutts Community Centre
Derby Road
Belper
DE56 IUU

REGISTERED CHARITY NUMBER

1185431

INDEPENDENT EXAMINER

Mabe Allen LLP
Chartered Accountants
50 Osmaston Road
Derby
DE1 2HU

CHIEF EXECUTIVE OFFICER

Teresa Waldron

Deaf-initely Women

Chairperson's Report for the Year Ended 31 March 2025

I am pleased to present this Financial Year End Report ending 31.3.2025. I would like to thank the funders for their generosity and support. In particular, I would like to thank Lloyds Bank Foundation for their ongoing support and advice in developing our organisation. A special mention to our donors who have kindly fundraised £6,872 for Deaf-initely Women's Lets Celebrate Deaf Women's Day 2025.

Through financial support from Lloyds Bank Foundation and through diversifying our income streams, we are pleased to see our reserves growing year on year thus helping Deaf-initely Women to become a more financially resilient organisation in an increasingly unsettling economic environment. Thankfully we are in a good position to be able to weather this.

I would also like to thank all our Trustees for their time and commitment to help Deaf-initely Women to become strong, both in terms of making sure the Board is as robust as it can be and capitalising on all their skills, expertise, and experience.

I would also like to thank our staff in ensuring our key services continue to be available to deaf women as well as expanding our services such as Cost of Living Advocacy service.

I am sorry to see Agnieszka Latif leave for pastures new. We wish her well in her new job. I am pleased to welcome Elizabeth Brown as our Volunteers and Training Manager.

I would like to thank Bridget Payne, Marie Harrison, Molly O'Brien, and Sam Killian for their support in their roles as Trustees. I wish them all well for the future.

I would like to specifically thank Janice Silo for her dedication and hard work in her role as Chairperson before I took over as Chair during the year. However I am delighted to see that Janice remains with us as Vice-Chair. Special thanks to Angela Gullfoyle (Treasurer) for overseeing the accounts for Deaf-initely Women.

We are pleased to report that Deaf-initely Women is doing well in managing its funds. We would like to give special thanks to Teresa Waldron and Suzanne Sims for their careful handling of funds.

Niki Johnson
Chair of Deaf-initely Women's Board

Deaf-initely Women

Chief Executive Officer's Report for the Year Ended 31 March 2025

Welcome,

Thank you for taking the time to read our Annual Accounts. We also encourage you to explore our Social Impact Report, which highlights the difference we've made in the lives of deaf women.

This report showcases our commitment to ensuring that deaf women are:

- living a life free from abuse and fear,
- empowered to learn and improve their health and well-being
- supported to gain work skills and experience, and
- given a voice, to be heard and respected.

I am very proud of the way deaf women have supported Deaf-initely Women over the past 12 months - as Board members, staff, freelancers, volunteers, service users and participants. We deeply value their dedication and the strength they bring to our organisation. Together, they have shaped our vision and inspired the ambition needed to drive the organisation forward.

Alongside the Board and myself, it is our strategic responsibility to implement the collective wishes of deaf women and ensure they are meaningfully involved in every level of decision-making and service delivery.

We are certainly 'Stronger Together' by being inclusive for all women with hearing loss, Ddeafness and Ddeafblindness.

A heartfelt thank you also goes to our partner organisations and funders. Your ongoing support helps us make a real and lasting difference.

We hope you find this report both informative and inspiring.

Warm regards,
Teresa Waldron, CEO

Staff

Elizabeth Brown (joined 1.3.2025)
Becky Daykin
Laura Jeffers
Agnieszka Latif (left 10.3.2025)
Deborah Lush
Rachel Shaw
Suzanne Sims
Teresa Waldron

Deaf-initely Women

Trustees' Report for the Year Ended 31 March 2025

The trustees present their report with the financial statements of the charity for the year ended 31 March 2025. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

OBJECTIVES AND ACTIVITIES

Objectives and aims

1. Provide a platform for deaf women in the UK to highlight issues, which specifically affect deaf women, in particular but not exclusively by the provision of information, advocacy and support.
2. Encourage and empower deaf women to get involved in their communities to make a difference.
3. Enable deaf women to access information about services pertinent to them with full communication support.
4. Enhance the lives of deaf women, through education, information, and training.
5. Provide learning opportunities for all deaf women and their families/supporters.

Social objectives

We aim to ensure that all deaf women are:

Living safe & free from domestic/sexual abuse
Empowered to learn in an inclusive environment
Supported to gain work skills & experience
Given a voice, be heard and respected
Enabled to improve their health and well-being

Significant activities

Deaf abuse services
Inclusive workshops and classes
Employability and volunteering services
Advocacy services
Connection and well-being services

Public benefit

A strategic plan has been developed by the charity that outlines its vision, objectives and goals for the future. It specifies how the charity will meet those objectives and goals through its service and activities and is reviewed regularly.

We have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing our aims and objectives and in planning our future activities. In particular, the Trustees consider how planned activities will contribute to the aims and objectives they have set.

The Trustees confirm that they have complied with the duty in section 17(5) of the Charities Act 2011 to have due regard to public benefit guidance published by the Charity Commission.

Deaf-initely Women

Trustees' Report for the Year Ended 31 March 2025

ACHIEVEMENTS AND PERFORMANCE

Charitable activities

We have continued to support Ddeaf, Ddeafblind and hard of hearing women throughout the year and have achieved the following:

Supported 51 women through our Deaf Abuse Free service which included attending court and police stations, one to one freedom training and preparing escape plans

Hosted an event to celebrate Deaf Women's Day that was attended by 418 deaf women and helped connect them to the services offered by Deaf-initely Women

Supported 150 vulnerable deaf women through our Home Security service that provided security equipment to help them prevent violence and enable them to feel safer in their homes and when outdoors

Empowered 25 women to speak out, be heard and ensure their wishes and rights are respected and upheld

Supported 14 women with financial issues through our Cost of Living Advocacy Service

Connected 167 women through coffee mornings and health and wellbeing workshops as part of our Connect Amber Valley Project

Connected 48 women through coffee mornings with activities, guided walks and tours as part of our Get Social, Get Active Project in Bolsover

Educated 34 women through our NHS Womens Health consultation

Hosted 12 outdoor workshops on swimming, rambling and yoga as part of our Wild Project

Educated 74 deaf and hearing care workers on how to support and communicate with deaf and deafblind women

Supported 24 women through volunteering opportunities at the charity

Supported 19 deaf women entrepreneurs and creatives

FINANCIAL REVIEW

Financial position

The Balance Sheet indicates that at 31 March 2025 the total funds of the charity were £253,829 (2024: £219,113).

Total incoming resources for the period were £396,454 (2024: £477,684) which includes grants of £355,315 (2024: £459,899).

Total expenditure for period was £361,738 (2024: £423,851) which is detailed in notes 4-6.

Investment policy

The trustees are responsible for setting the investment policy of the charity. The charity currently holds all of its available funds in interest bearing bank accounts where possible.

Reserves policy

It is the policy of the charity to maintain unrestricted funds, which are the free reserves of the charity, at a minimum level of 3 months of operating costs, which equates to £91,833. However, the charity aims to maintain unrestricted funds at a level of 6 months of operating costs, which equates to £183,666. This enables the charity to deal with cash flow difficulties, staff shortages, and reduced funding. As of 31 March 2025, the charity held unrestricted funds of £112,004 which results in a surplus above the minimum level required of £20,171 but £71,662 below the target level. The charity aims to increase unrestricted funds to the target level through unrestricted grants and income from training.

Deaf-initely Women

Trustees' Report for the Year Ended 31 March 2025

FINANCIAL REVIEW

Going concern

The charity had a surplus for the year of £34,716 (2024: £53,833 surplus) and net assets at the year end of £253,829 (2024: £219,113) with £112,004 (2024: £75,417) being unrestricted. The trustees have prepared the financial statements on the going concern basis which assumes that the charity will continue for the foreseeable future and will be able to meet its liabilities as and when they fall due. The validity of the assumption is based on trustees' assessment of future cash flows and current reserves.

FUTURE PLANS

The charity remains committed to the support and empowerment of deaf, deafblind and hard of hearing women. Future funding will be used on appropriate activities to enrich the quality of life for deaf, deafblind and hard of hearing women.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

Deaf-initely Women is a CIO registered on 23 September 2019.

Recruitment and appointment of new trustees

The board undertakes, when the need arises, a skills audit to determine the requirements of the board of trustees. If a skill shortage is identified, approaches are made to specific people who have these skills, to join the board. New trustees are appointed at a board meeting through a vote by the existing trustees.

As set out in the Constitution the trustees can recommend and nominate any natural person over the age of 16 who has not previously been disqualified from acting as a charity trustee.

Organisational structure

Seven trustees currently manage the charity with the assistance of the Chief Executive Officer who oversees the day to day operation of the charity. The charity has finance subcommittees that support the trustees and provide recommendations to the trustees for consideration.

Risk management

The trustees have a duty to identify and review the risks to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error.

During the financial year, the trustees approved the claiming of Employment Allowance totalling £5,000, reducing the charity's liability for employer National Insurance contributions. The allowance was claimed by Deaf-initely Women, in accordance with HM Revenue and Customs's rules.

The trustees reviewed eligibility and confirmed compliance with all relevant guidance. The financial benefit has been retained by the charity.

Approved by order of the board of trustees on 26 September 2025 and signed on its behalf by:


.....
N Johnson - Trustee

Independent Examiner's Report to the Trustees of Deaf-initely Women

Independent examiner's report to the trustees of Deaf-initely Women

I report to the charity trustees on my examination of the accounts of Deaf-initely Women (the Trust) for the year ended 31 March 2025.

Responsibilities and basis of report

As the charity trustees of the Trust 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 Act and in carrying out my examination I have followed all applicable Directions given by the Charity Commission under Section 145(5)(b) of the Act.

Independent examiner's statement

Since your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a member of the Association of Chartered Certified Accountants, which is one of the listed bodies.

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

1. accounting records were not kept in respect of the Trust as required by Section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination.

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

N. Higgins

Neil Higgins FCCA

Mabe Allen LLP
Chartered Accountants
50 Osmaston Road
Derby
DE1 2HU

Date: 3/0/25

Deafinitely Women

Statement of Financial Activities for the Year Ended 31 March 2025

	Notes	Unrestricted funds £	Restricted funds £	Year Ended 31.3.25 Total funds £	Period 1.2.23 to 31.3.24 Total funds £
INCOME FROM					
Donations		2,708	3,445	6,153	1,148
Charitable activities					
Grants		25,000	330,315	355,315	459,899
Other income	2	31,757	-	31,757	14,986
Investment income	3	<u>3,229</u>	<u>-</u>	<u>3,229</u>	<u>1,651</u>
Total		<u>62,694</u>	<u>333,760</u>	<u>396,454</u>	<u>477,684</u>
EXPENDITURE ON					
Charitable activities					
Charitable activities costs	4	2,464	114,625	117,089	124,618
Support costs		<u>25,744</u>	<u>218,905</u>	<u>244,649</u>	<u>299,233</u>
Total		<u>28,208</u>	<u>333,530</u>	<u>361,738</u>	<u>423,851</u>
NET INCOME					
Transfers between funds	13	34,486	230	34,716	53,833
		<u>2,101</u>	<u>(2,101)</u>	<u>-</u>	<u>-</u>
Net movement in funds		36,587	(1,871)	34,716	53,833
RECONCILIATION OF FUNDS					
Total funds brought forward		75,417	143,696	219,113	165,280
TOTAL FUNDS CARRIED FORWARD		<u>112,004</u>	<u>141,825</u>	<u>253,829</u>	<u>219,113</u>

The notes form part of these financial statements

Deaf-initely Women

**Balance Sheet
31 March 2025**

	Notes	Unrestricted funds £	Restricted funds £	2025 Total funds £	2024 Total funds £
CURRENT ASSETS					
Debtors	10	1,344	661	2,005	23,051
Cash at bank		<u>110,660</u>	<u>144,103</u>	<u>254,763</u>	<u>226,211</u>
		112,004	144,764	256,768	249,262
CREDITORS					
Amounts falling due within one year	11	-	(2,939)	(2,939)	(30,149)
		<u>112,004</u>	<u>141,825</u>	<u>253,829</u>	<u>219,113</u>
NET CURRENT ASSETS					
		<u>112,004</u>	<u>141,825</u>	<u>253,829</u>	<u>219,113</u>
TOTAL ASSETS LESS CURRENT LIABILITIES					
		<u>112,004</u>	<u>141,825</u>	<u>253,829</u>	<u>219,113</u>
NET ASSETS					
		<u>112,004</u>	<u>141,825</u>	<u>253,829</u>	<u>219,113</u>
FUNDS					
Unrestricted funds	13			112,004	75,417
Restricted funds				<u>141,825</u>	<u>143,696</u>
TOTAL FUNDS					
				<u>253,829</u>	<u>219,113</u>

The financial statements were approved by the Board of Trustees and authorised for issue on ~~...26...September...2025~~ and were signed on its behalf by:


.....
N Johnson - Trustee

The notes form part of these financial statements

**Notes to the Financial Statements
for the Year Ended 31 March 2025**

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charity, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Charities Act 2011. The financial statements have been prepared under the historical cost convention.

Financial reporting standard 102 - reduced disclosure exemptions

The charity has taken advantage of the following disclosure exemptions in preparing these financial statements, as permitted by FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland':

- the requirements of Section 7 Statement of Cash Flows;
- the requirement of paragraph 3.17(d).

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Taxation

The charity is exempt from tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Pension costs and other post-retirement benefits

The charity operates a defined contribution pension scheme. Contributions payable to the charity's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

Grant income entitlement

Entitlement to grant income is deemed to exist once claims by the charity have been approved for payment by the relevant grant-making body. Consideration is given to the time period that the grant relates to, to ensure it is accounted for in the appropriate period.

Deaf-initely Women

Notes to the Financial Statements - continued for the Year Ended 31 March 2025

1. ACCOUNTING POLICIES - continued

Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks and other short-term liquid investments with original maturities of three months or less.

Debtors and creditors receivable/payable within one year

Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price. Any losses arising from impairment are recognised in the statement of financial activities.

2. OTHER INCOME

	Year Ended 31.3.25 £	Period 1.2.23 to 31.3.24 £
Access to Work	28,123	6,632
Other income	<u>3,634</u>	<u>8,354</u>
	<u>31,757</u>	<u>14,986</u>

3. INVESTMENT INCOME

	Year Ended 31.3.25 £	Period 1.2.23 to 31.3.24 £
Deposit account interest	<u>3,229</u>	<u>1,651</u>

4. CHARITABLE ACTIVITIES COSTS

	Direct Costs (see note 5) £	Support costs (see note 6) £	Totals £
Charitable activities costs	117,089	-	117,089
Support costs	<u>-</u>	<u>244,649</u>	<u>244,649</u>
	<u>117,089</u>	<u>244,649</u>	<u>361,738</u>

Deaf-initely Women

Notes to the Financial Statements - continued for the Year Ended 31 March 2025

5. DIRECT COSTS OF CHARITABLE ACTIVITIES

	Year Ended 31.3.25 £	Period 1.2.23 to 31.3.24 £
Staff costs	53,270	37,994
Office costs	9,280	8,174
Travel costs	11,771	13,338
Fees	15,288	31,854
Equipment & furnishings	7,660	1,074
Room hire	4,898	7,941
Training	5,096	2,806
Promotion costs	9,826	11,443
Grants refunded	-	9,994
	<u>117,089</u>	<u>124,618</u>

6. SUPPORT COSTS

	Management £	Human resources £	Other £	Totals £
Support costs	<u>1,961</u>	<u>149,702</u>	<u>92,986</u>	<u>244,649</u>

Activity	Basis of allocation
Management	Support costs
Human resources	Support costs
Other	Support costs
Governance costs	Support costs

Support costs, included in the above, are as follows:

	Year Ended 31.3.25 Support costs £	Period 1.2.23 to 31.3.24 Total activities £
Telephone	1,961	921
Wages	133,336	166,828
Social security	7,056	12,534
Pensions	9,310	11,646
Communications support	48,940	65,066
Rent	13,828	15,006
Light and heat	1,034	1,240
Affiliations and subscriptions	5,210	2,963
Website costs	5,661	8,389
Computer and printer costs	15,158	11,704
Insurance	1,195	1,136
Accountancy	1,960	1,800
	<u>244,649</u>	<u>299,233</u>

Deaf-initely Women

Notes to the Financial Statements - continued for the Year Ended 31 March 2025

7. TRUSTEES' REMUNERATION AND BENEFITS

During the year several trustees were engaged on a self-employed basis to provide services to the charity.

M O'Brien, a trustee of the charity, was paid £240 (2024: £nil) to provide yoga sessions on behalf of the charity with £nil (2024: £nil) remaining payable for these services at the year end. The charity attempted to find an external deaf or deafblind yoga teacher to run the sessions but were unsuccessful. The board of trustees agreed that M O'Brien would run the sessions. The payment to M O'Brien is permitted by the charity's governing document.

C Silo, a trustee of the charity, was paid £334 (2024: £nil) to run a wreath making workshop on behalf of the charity with £nil (2024: £nil) remaining payable for these services at the year end. The charity attempted to find an external wreath making tutor but were unsuccessful. The board of trustees agreed that C Silo would run the workshop. The payment to C Silo is permitted by the charity's governing document.

M Harrison, a trustee of the charity, was paid £185 (2024: £250) to provide design work to the charity with £nil (2024: £nil) remaining payable for these services at the year end. M Harrison was engaged to help the design team as they were overwhelmed with other design work. The payment to M Harrison is permitted by the charity's governing document.

Trustees' expenses

Trustees are reimbursed for travel expenses incurred while performing their duties. During the year, £480.04 (2024: £651.53) was paid to four (2024: four) trustees.

8. STAFF COSTS

	Year Ended 31.3.25	Period 1.2.23 to 31.3.24
	£	£
Wages and salaries	179,511	199,665
Social security costs	10,918	15,392
Other pension costs	<u>12,543</u>	<u>13,945</u>
	<u>202,972</u>	<u>229,002</u>

The average monthly number of employees during the year was as follows:

	Year Ended 31.3.25	Period 1.2.23 to 31.3.24
Direct charitable staff	6	11
Administration	<u>1</u>	<u>1</u>
	<u>7</u>	<u>12</u>

No employees received emoluments in excess of £60,000.

Deaf-initely Women

Notes to the Financial Statements - continued for the Year Ended 31 March 2025

8. STAFF COSTS - continued

The charity claimed Employment Allowance during the year, resulting in a reduction of £5,000 in employer National Insurance contributions. This has been reflected in the staff costs enclosed in the financial statements. The allowance was claimed in accordance with HMRC guidance and approved by the trustees.

Total employers NICs before allowance: £15,918
Employment Allowance claimed: (£5,000)
Net employers NICs: £10,918

9. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted funds £	Total funds £
INCOME FROM			
Donations	1,148	-	1,148
Charitable activities			
Grants	44,800	415,099	459,899
Other income	14,986	-	14,986
Investment income	<u>1,651</u>	<u>-</u>	<u>1,651</u>
Total	<u>62,585</u>	<u>415,099</u>	<u>477,684</u>
EXPENDITURE ON			
Charitable activities			
Charitable activities costs	<u>7,455</u>	<u>416,396</u>	<u>423,851</u>
NET INCOME/(EXPENDITURE)	55,130	(1,297)	53,833
Transfers between funds	<u>2,711</u>	<u>(2,711)</u>	<u>-</u>
Net movement in funds	57,841	(4,008)	53,833
RECONCILIATION OF FUNDS			
Total funds brought forward	<u>17,576</u>	<u>147,704</u>	<u>165,280</u>
TOTAL FUNDS CARRIED FORWARD	<u>75,417</u>	<u>143,696</u>	<u>219,113</u>

Deaf-initely Women

Notes to the Financial Statements - continued for the Year Ended 31 March 2025

10. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2025	2024
	£	£
Trade debtors	<u>2,005</u>	<u>23,051</u>

11. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2025	2024
	£	£
Trade creditors	2,939	5,888
Deferred income	<u>-</u>	<u>24,261</u>
	<u>2,939</u>	<u>30,149</u>

Deafinitely Women

Notes to the Financial Statements - continued for the Year Ended 31 March 2025

12. MOVEMENT IN FUNDS

	At 1.4.24 £	Net movement in funds £	Transfers between funds £	At 31.3.25 £
Unrestricted funds				
General Reserve	74,457	33,332	2,101	109,890
Designated Funds	<u>960</u>	<u>1,154</u>	<u>-</u>	<u>2,114</u>
	75,417	34,486	2,101	112,004
Restricted funds				
The National Lottery Community Fund	59,311	(49,507)	(3,617)	6,187
Arts Council	(1,945)	1,949	(4)	-
Derbyshire Police and Crime Commission (Deaf Abuse Free)	24,685	(24,695)	10	-
Sport England	12,503	(11,944)	-	559
The Big Give Fund/Deafinitely Theatre	21,748	-	-	21,748
Nottingham Police and Crime Commission	(448)	447	1	-
Skills 4 Care (2)	3,598	(313)	-	3,285
Department of Health Inequality Partnership (2)	4,420	(4,420)	-	-
Awards For All - Listen to Me Advocacy Service	19,824	(13,774)	-	6,050
Derbyshire Public Health	-	4,719	(1,383)	3,336
Bolsover CVS	-	(95)	95	-
Skills 4 Care 3	-	5,548	-	5,548
Lets Celebrate Deaf Womens Day	-	(2,559)	2,749	190
South Derbyshire Project	-	170	-	170
Smallwood Trust	-	7,104	-	7,104
Foundation Derbyshire (3)	-	(2)	2	-
Clothworkers Project	-	(24)	24	-
Womens Health Hub	-	(16)	16	-
NHS Vaccination Project	-	(6)	6	-
Heritage Lottery	<u>-</u>	<u>87,648</u>	<u>-</u>	<u>87,648</u>
	<u>143,696</u>	<u>230</u>	<u>(2,101)</u>	<u>141,825</u>
TOTAL FUNDS	<u>219,113</u>	<u>34,716</u>	<u>-</u>	<u>253,829</u>

Deaf-initely Women

Notes to the Financial Statements - continued for the Year Ended 31 March 2025

12. MOVEMENT IN FUNDS - continued

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General Reserve	59,060	(25,728)	33,332
Designated Funds	<u>3,634</u>	<u>(2,480)</u>	<u>1,154</u>
	62,694	(28,208)	34,486
Restricted funds			
The National Lottery Community Fund	65,709	(115,216)	(49,507)
Arts Council	3,800	(1,851)	1,949
Derbyshire Police and Crime Commission (Deaf Abuse Free)	25,486	(50,181)	(24,695)
Sport England	1	(11,945)	(11,944)
Nottingham Police and Crime Commission	45,500	(45,053)	447
Skills 4 Care (2)	-	(313)	(313)
Department of Health Inequality Partnership (2)	-	(4,420)	(4,420)
Awards For All - Listen to Me Advocacy Service	1	(13,775)	(13,774)
Derbyshire Public Health	24,264	(19,545)	4,719
Boisover CVS	6,200	(6,295)	(95)
Skills 4 Care 3	30,645	(25,097)	5,548
Lets Celebrate Deaf Womens Day	7,533	(10,092)	(2,559)
South Derbyshire Project	6,783	(6,613)	170
Smallwood Trust	10,000	(2,896)	7,104
Foundation Derbyshire (3)	2,500	(2,502)	(2)
Clothworkers Project	5,000	(5,024)	(24)
Womens Health Hub	4,799	(4,815)	(16)
NHS Vaccination Project	6,075	(6,081)	(6)
Heritage Lottery	<u>89,464</u>	<u>(1,816)</u>	<u>87,648</u>
	<u>333,760</u>	<u>(333,530)</u>	<u>230</u>
TOTAL FUNDS	<u>396,454</u>	<u>(361,738)</u>	<u>34,716</u>

Deafinitely Women

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2025**

12. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.2.23 £	Net movement in funds £	Transfers between funds £	At 31.3.24 £
Unrestricted funds				
General Reserve	17,576	55,130	1,751	74,457
Designated Funds	-	-	960	960
	<u>17,576</u>	<u>55,130</u>	<u>2,711</u>	<u>75,417</u>
Restricted funds				
The National Lottery Community Fund	69,796	(10,485)	-	59,311
Arts Council	9,822	(11,767)	-	(1,945)
Foundation Derbyshire (1)	114	(114)	-	-
Derbyshire Police and Crime Commission (Deaf Abuse Free)	8,352	16,333	-	24,685
Sport England	-	12,503	-	12,503
Skills 4 Care (1)	26,356	(26,356)	-	-
Derbyshire Community Health Service Amber Valley CVS	8,032	(11,052)	3,020	-
The Big Give Fund/Deafinitely Theatre	1,270	(1,270)	-	-
NHS Derbyshire HS	8,151	13,597	-	21,748
Money Saving Expert	3,020	-	(3,020)	-
Sign Health	1,595	(1,676)	81	-
Nottingham Police and Crime Commission	284	-	(284)	-
Derby Living Well	1,309	(1,757)	-	(448)
Active Derbyshire	2,667	(124)	(2,543)	-
Department of Health Inequality Partnership	6,936	(6,962)	26	-
Skills 4 Care (2)	-	(9)	9	-
Department of Health Inequality Partnership (2)	-	3,598	-	3,598
Awards For All - Listen to Me Advocacy Service	-	4,420	-	4,420
	<u>-</u>	<u>19,824</u>	<u>-</u>	<u>19,824</u>
	<u>147,704</u>	<u>(1,297)</u>	<u>(2,711)</u>	<u>143,696</u>
TOTAL FUNDS	<u>165,280</u>	<u>53,833</u>	<u>-</u>	<u>219,113</u>

Deaf-initely Women

Notes to the Financial Statements - continued for the Year Ended 31 March 2025

12. MOVEMENT IN FUNDS - continued

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General Reserve	62,585	(7,455)	55,130
Restricted funds			
The National Lottery Community Fund	126,210	(136,695)	(10,485)
Arts Council	28,339	(40,106)	(11,767)
Foundation Derbyshire (1)	-	(114)	(114)
Derbyshire Police and Crime Commission (Deaf Abuse Free)	83,141	(66,808)	16,333
Sport England	14,986	(2,483)	12,503
Skills 4 Care (1)	13,750	(40,106)	(26,356)
Derbyshire Community Health Service Amber Valley CVS	-	(11,052)	(11,052)
	-	(1,270)	(1,270)
The Big Give Fund/Deafinitely Theatre	13,597	-	13,597
Money Saving Expert	750	(2,426)	(1,676)
Nottingham Police and Crime Commission	45,502	(47,259)	(1,757)
Derby Living Well	27,500	(27,624)	(124)
Active Derbyshire	-	(6,962)	(6,962)
ASDA	500	(500)	-
Department of Health Inequality Partnership	3,000	(3,009)	(9)
Skills 4 Care (2)	30,000	(26,402)	3,598
Department of Health Inequality Partnership (2)	5,500	(1,080)	4,420
Awards For All - Listen to Me Advocacy Service	19,824	-	19,824
Foundation Derbyshire (2)	<u>2,500</u>	<u>(2,500)</u>	<u>-</u>
	<u>415,099</u>	<u>(416,396)</u>	<u>(1,297)</u>
TOTAL FUNDS	<u>477,684</u>	<u>(423,851)</u>	<u>53,833</u>

Designated Funds

The fund is for the delivery of workshops, training and creation of videos.

Restricted Funds

National Community Lottery Fund - Deaf Women Taking Action for Themselves Project

This project started on 1 October 2021 and was due to end on 30 September 2024. However, the project was extended until 30 April 2025 to utilise the underspend. The project enabled deaf women to recruit and train volunteers and organise workshops. The project also promotes deaf women's employability into work and other volunteering and educational opportunities.

Deaf-initely Women

Notes to the Financial Statements - continued for the Year Ended 31 March 2025

12. MOVEMENT IN FUNDS - continued

Arts Council

Deaf Gals Arty Party is an arts and crafts workshop project aimed at promoting the arts within the deaf and blind communities. The project ended on 30 April 2024 and the charity delivered 21 workshops during the life of the project.

Derbyshire Police and Crime Commissioner - Deaf Abuse Free and Home Security Service

We are fortunate that DPCC has continued to fund our Deaf Abuse Free service which has seen a member of staff become a qualified Domestic Abuse Service Manager. The service aims to support deaf women experiencing domestic and sexual abuse as well as educating them on the different types of abuse. The service continues to work with a range of agencies to ensure that deaf women can access emergency and essential support.

Sport England

Sport England funded our Wild project that came to an end on 31 October 2024. It paid for the delivery of outdoor rambling, swimming and yoga.

The Big Give/Deafinitely Theatre

The Big Give is a crowdfunding platform whereby it pledged to match the funds we raised. Deafinitely Theatre has kindly fundraised and donated to Deaf-initely Women to enable us to recruit another trainee Independent Domestic Violence Advisor.

Nottinghamshire Police and Crime Commissioner - Deaf Abuse Free and Home Security Service

We are grateful that NPCC continues to fund the Deaf Abuse Free service which has seen the appointment of Laura Jeffers in becoming a qualified Independent Domestic Violence Advisor. The service aims to support deaf women experiencing domestic and sexual abuse as well as educating them on the different types of abuse.

The Home Security project aims to make vulnerable deaf women living in Nottinghamshire feel safe in their own homes with free advice and safety products. This project started on 5 September 2022 and ended on 31 March 2025.

Skills for Care (2) - Deaf-led Skills for Care Training Partnership Project

This project started on 1 August 2024 and ended on 31 March 2025. The courses are for deaf, deafblind and hard of hearing individuals and their Personal Assistants to access free accredited CPD training courses.

Department of Health Inequality Partnership (2)

This project enabled us to recruit and train deaf female volunteers to undertake hypertension checks and to provide information to deaf women on where to get advice and support. The project started on 1 April 2024 and ended on 31 March 2025.

Awards for All

This is an 18 month 'Listen to Me' Community Advocacy project that started on 1 April 2024 and is due to end on 30 September 2025.

Deaf-initely Women

Notes to the Financial Statements - continued for the Year Ended 31 March 2025

12. MOVEMENT IN FUNDS - continued

Derbyshire Public Health

This project provided a series of coffee mornings, health based activities and workshops in Amber Valley.

Bolsover and Shirebrook Social Connection

This project provided a series of health based activities and coffee mornings in Bolsover district.

Skills for Care 3

This project started on 1 August 2024 and ended on 31 March 2025. The courses are for deaf, deafblind and hard of hearing individuals and their Personal Assistants to access free accredited CPD training courses.

Lets Celebrate Deaf Women's Day

We held a Lets Celebrate Deaf Women's Day event on 8 March 2025 where 418 deaf women attended to listen to key speakers, visit stalls and network.

South Derbyshire Project

This project connected deaf women across South Derbyshire through putting on coffee mornings and health based activities to reduce loneliness and isolation. This project started on 1 October 2024 and ended on 30 June 2025.

Smallwood Trust

This project ran a cost of living advocacy service. The project started on 1 January 2025 and is due to end on 31 December 2027.

Foundation Derbyshire (3)

This project funded a big team of new volunteers to learn from organising our Lets Celebrate Deaf Women's Day 2025.

Clothworkers Project

This project funded equipment to meet the needs of deafblind women when accessing Deaf Abuse Free services and related workshops and activities.

NHS Vaccination Project

This consultative project gave deaf women a voice on how the NHS vaccination services could be improved for the future.

Heritage Lottery - Deaf Gals Back In Time

This project enables deaf and deafblind women to access heritage sites and events. The project started on 1 February 2025.

Deaf-initely Women

Notes to the Financial Statements - continued for the Year Ended 31 March 2025

13. RELATED PARTY DISCLOSURES

During the year the charity paid £1,000 (2024: £nil) to the CEO, T Waldron, on a self-employed basis to provide two training workshops. The training was put out to tender first however the charity received no applicants. It was agreed by the board of trustees that the CEO would provide the training on a self-employed basis.

During the year the charity paid £190 (2024: £nil) to Signwell Ltd, a company solely owned by C Silo, a trustee. The payment was made for the provision of a BSL interpreter.

During the year the charity paid £3,987 (2024: £2,521) to Kingswell Support Services Ltd, a company solely owned by C Silo, a trustee. £500 relates to specialist training provided on behalf of the charity and was approved by the board of trustees. The remaining £3,487 relates to the travel of personal assistants to support Ddeaf and Ddeafblind volunteers volunteering for the charity.

Deaf-initely Women

Detailed Statement of Financial Activities for the Year Ended 31 March 2025

	Year Ended 31.3.25 £	Period 1.2.23 to 31.3.24 £
INCOME		
Donations		
Donations	6,153	1,148
Other income		
Access to Work	28,123	6,632
Other income	<u>3,634</u>	<u>8,354</u>
	31,757	14,986
Investment income		
Deposit account interest	3,229	1,651
Charitable activities		
Grants	<u>355,315</u>	<u>459,899</u>
Total incoming resources	396,454	477,684
EXPENDITURE		
Charitable activities		
Staff costs	46,175	32,837
National insurance	3,862	2,858
Pensions	3,233	2,299
Office costs	9,280	8,174
Travel costs	11,771	13,338
Fees	15,288	31,854
Equipment & furnishings	7,660	1,074
Room hire	4,898	7,941
Training	5,096	2,806
Promotion costs	9,826	11,443
Grants refunded	<u>-</u>	<u>9,994</u>
	117,089	124,618
Support costs		
Management		
Telephone	1,961	921
Human resources		
Wages	133,336	166,828
Social security	7,056	12,534
Pensions	<u>9,310</u>	<u>11,646</u>
	149,702	191,008

This page does not form part of the statutory financial statements

Deaf-initely Women

**Detailed Statement of Financial Activities
for the Year Ended 31 March 2025**

	Year Ended 31.3.25 £	Period 1.2.23 to 31.3.24 £
Human resources		
Other		
Communications support	48,940	65,066
Rent	13,828	15,006
Light and heat	1,034	1,240
Affiliations and subscriptions	5,210	2,963
Website costs	5,661	8,389
Computer and printer costs	15,158	11,704
Insurance	1,195	1,136
Accountancy	<u>1,960</u>	<u>1,800</u>
	<u>92,986</u>	<u>107,304</u>
Total resources expended	<u>361,738</u>	<u>423,851</u>
Net income	<u>34,716</u>	<u>53,833</u>

This page does not form part of the statutory financial statements

DEAF-INITELY WOMEN

England & Wales - Charity number 1185431

Accounts

DEAF-INITELY WOMEN
FINANCIAL STATEMENTS
FOR
31 MARCH 2024

Charity Registration Number 1185431

DEAF-INITELY WOMEN

FINANCIAL STATEMENTS

1 FEBRUARY 2023 TO 31 MARCH 2024

Contents	Page
Members of the board and professional adviser	1
Trustees' annual report	2-6
Independent examiners report	7
Statement of financial activities	8
Balance Sheet	9
Notes to the financial statements	10-21

DEAF-INITELY WOMEN

REFERENCE AND ADMINISTRATIVE DETAILS

Board of Trustees

Janice Silo	Chair
Angela Guilfoyle	Treasurer
Corvette Silo	Trustee
Molly O'Brien	Trustee
Bridget Payne	Trustee (Resigned January 2024)
Laura Driver	Trustee (Appointed 21 st March 2024)
Niki Johnson	Trustee (Appointed 26 th September 2023)
Sam Killian	Trustee (Appointed 25 th March 2023)
Marie Harrison	Trustee
Susan Jones	Trustee (Appointed 25 th July 2023, Resigned 19 th March 2024)

Chief Executive Officer

Teresa Waldron

Registered office

Room 25
Strutts Community Centre
Derby Road
Belper
DE56 1UU

Independent Examiner

Mark Newey
Derby Community Accountancy Service
Babington Lodge
128 Green Lane
Derby
DE1 1RY

DEAF-INITELY WOMEN

FINANCIAL STATEMENTS

TRUSTEES' ANNUAL REPORT

1 FEBRUARY 2023 TO 31 MARCH 2024

The trustees have pleasure in presenting their report and the unaudited financial statements of the organisation for the period ended 31 March 2024.

OBJECTIVES AND ACTIVITIES

The aims of the charity shall be to:

1. To provide a platform for deaf women in the UK to highlight issues, which specifically affect deaf women, in particular but not exclusively by the provision of information, advocacy and support.
2. Encourage/empower deaf women to get involved in their communities to make a difference
3. Enable deaf women to access information about services pertinent to them with full communication support.
4. Enhance the lives of deaf women, through education, information, and training but within their context e.g. be mindful of their faith/culture requirements
5. Provide learning opportunities for all deaf women and their families/supporters.

Social objectives

We aim to ensure that all deaf women are:

- Living safe & free from domestic/sexual abuse
- Empowered to learn in an inclusive environment
- Supported to gain work skills & experience
- Given a voice, be heard, and respected
- Enabled to improve their health and well-being.

SUMMARY OF THE MAIN ACTIVITIES UNDERTAKEN FOR THE PUBLIC BENEFIT IN RELATION TO THESE OBJECTS

- Deaf abuse services
- Inclusive workshops/classes
- Employability & Volunteering services
- Advocacy services
- Connection and Well-being services

DEAF-INITELY WOMEN

FINANCIAL STATEMENTS

TRUSTEES' ANNUAL REPORT

1 FEBRUARY 2023 TO 31 MARCH 2024

Chair Persons Report

I am pleased to present this Financial Year End Report ending 31.3.2024. I would like to thank the funders for their generosity and support. In particular, I would like to thank Garfield Weston Foundation and Pilotlight for their support in developing our organisation with mentoring and advice. A special mention to our donors including Deafinitely Theatre who has kindly fundraised £12,719 for Deaf-initely Women. This will go towards supporting Deaf female survivors of Domestic and sexual violence.

Through financial support from Lloyds Bank Foundation and through diversifying our income streams, we are pleased to see our reserves growing year on year thus helping Deaf-initely Women to become a more financial resilient organisation in an economically unsettling time. Thankfully we are in a good position to be able to weather this.

I would also like to thank all our Trustees for their time and commitment to help Deaf-initely Women to become strong, both in terms of making sure the Board is as robust as it can be and capitalising on all their skills, expertise, and experience.

I would also like to thank our staff in ensuring our key services continue to be available to deaf women as well as establishing new services such as Advocacy.

I am sorry to see Rebecca Hill, Emma Midgeley, Rachel Murray, and Sarah Tupling leave as their project funding came to an end. I wish them all well in their future endeavours.

I am pleased to welcome Laura Jeffers as our trainee IDVA who has replaced Veronica Stewart. Again, I wish Veronica all the very best for the future.

Last year I reported that Molly O'Brien had left our employment in May 2022 however I am pleased to welcome her back as a Board member along with further new members to our board Laua Driver and Niki Johnson. Special thanks to Angela Guilfoyle (Treasurer) for overseeing the accounts for Deaf-initely Women.

The funders are:

Active Derbyshire
Amber Valley CVS
Arts Council
ASDA
Awards for All
Derby Health Inequalities Partnership
Derby Living Well/ Derbyshire NHS Foundation Trust
Derbyshire Police and Crime Commission

DEAF-INITELY WOMEN

FINANCIAL STATEMENTS

TRUSTEES' ANNUAL REPORT

1 FEBRUARY 2023 TO 31 MARCH 2024

Foundation Derbyshire
Garfield Weston Foundation
Lloyds Bank Foundation
Money Saving Expert Charity
NHS Derbyshire Health Service
Nottingham Police and Crime Commission
Sign Health Charity
Skills 4 Care
Sport England
The Big Give
The National Lottery Community Fund

Finance

We are pleased to report that Deaf-initely Women is doing well in managing its funds. We would like to give special thanks to Teresa Waldron and Suzanne Sims for their careful handling of funds.

Janice Silo, Chairperson

Chief Executive Officer's report

Welcome!

Thank you for spending the time to read our Social Impact Report.

I hope you find this an informative report showcasing the difference that we have made in ensuring that deaf women are:

- living a life free from abuse and fear,
- empowered to learn and improve their health and well-being in inclusive environments,
- supported to gain work skills and experience, and
- given a voice, to be heard and respected.

I am very proud of how deaf women have supported Deaf-initely Women over the past 12 months, as Board members, staff members, freelance workers, volunteers and as service users and participants. We are grateful for their commitment and support that they have given to Deaf-initely Women. Collectively they have given us the vision and the ambition to drive this organisation forward. Along with the board and myself it is our strategic role to ensure that deaf women are involved at every level of decision making and service delivery. We are certainly 'Stronger Together' by being inclusive for all women with hearing loss, Ddeaf and Ddeafblind women.

DEAF-INITELY WOMEN

FINANCIAL STATEMENTS

TRUSTEES' ANNUAL REPORT

1 FEBRUARY 2023 TO 31 MARCH 2024

I would also like to thank our partner organisations and funders for their support in helping us to make a difference for deaf women.

I hope you enjoy reading the report.

Best wishes,
Teresa Waldron, CEO

Staff

Becky Daykin
Rebecca Hill (left 31.3.2024)
Laura Jeffers (joined 06.02.2024)
Agnieszka Latif
Deborah Lush
Emma Midgeley (left 30.06.2023)
Rachel Murray (left 31.03.2024)
Rachel Shaw
Suzanne Sims
Veronica Stewart (left 31.12.2023)
Sarah Tupling (left 30.06.2023)
Teresa Waldron

STATEMENT CONFIRMING THE TRUSTEES HAVE HAD REGARD TO THE GUIDANCE ISSUED BY THE CHARITY COMMISSION ON PUBLIC BENEFIT

The trustees confirm that they have paid due regard to the guidance issued by the Charity Commission on public benefit

STRUCTURE, GOVERNANCE AND MANAGEMENT

Reserves

As of 31 March 2024, the charity held total funds of £219,113, of which £74,457 are unrestricted general funds.

Governing document

Deaf-Initely Women became a registered CIO on 23rd September 2019.

Induction and training of trustees

The board undertakes, when the need arises, a skills audit to determine the requirements of the trustee body. If a skill shortage is identified, approaches are made to specific people to join the board who have these skills.

DEAF-INITELY WOMEN

FINANCIAL STATEMENTS

TRUSTEES' ANNUAL REPORT

YEAR ENDED 31 MARCH 2024

Risk management policy

The Board examine the major risks that the organisation faces each financial year when updating the strategic plan. It has developed systems to monitor and mitigate any risks that may impact the organisation.

Independent Examiner

Mark Newey of Derby Community Accountancy Service and will be in office as independent examiner for the ensuing year.

Registered office:
Strutts Centre
Derby Road
Belper
DE56 1UU

Signed on behalf of the trustees



Janice Silo

Approved by the trustees on

Trustee

DEAF-INITELY WOMEN

INDEPENDENT EXAMINERS' REPORT TO THE TRUSTEES OF DEAF-INITELY WOMEN

I report on the accounts of the charity for the period ended 31 March 2024 which are set out on pages 8 to 21.

Respective responsibilities of the trustees and examiner

As the charity trustees of the Trust, 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 the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

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.

m. Newey

Mark Newey ACMA
Derby Community Accountancy Service
Babington Lodge
128 Green Lane
Derby
DE1 1RY

26/7/2024

Date

DEAF-INITELY WOMEN
STATEMENT OF FINANCIAL ACTIVITY
1 FEBRUARY 2023 TO 31 MARCH 2024

	Note	Unrestricted Funds £	Restricted Funds £	Total Funds 1 Feb to 31 Mar 2024 £	Total Funds Year to 31 Jan 2023 £
Income from:					
Donations	3	1,148	-	1,148	1,305
Charitable activities	4	44,800	415,099	459,899	326,020
Other income	5	14,986	-	14,986	10,609
Investment income	6	1,651	-	1,651	116
Total incoming resources		<u>62,585</u>	<u>415,099</u>	<u>477,684</u>	<u>338,050</u>
<u>Expenditure on:</u>					
Raising funds		-	-	-	-
Charitable activities		7,455	416,396	423,851	319,687
Total resources expended	7	<u>7,455</u>	<u>416,396</u>	<u>423,851</u>	<u>319,687</u>
Net incoming/(outgoing) resources before transfers		55,130	(1,297)	53,833	18,363
Transfer between funds		2,711	(2,711)	-	-
Net incoming/(outgoing) resources for the year		57,841	(4,008)	53,833	18,363
Balances brought forward		17,576	147,704	165,280	146,917
Balances carried forward		<u>75,417</u>	<u>143,696</u>	<u>219,113</u>	<u>165,280</u>

The Board has no recognised gains or losses other than the results for the period as set out above.

All of the activities of the organisation are classed as continuing.

The notes on pages 10 to 21 form part of these financial statements.

DEAF-INITELY WOMEN

BALANCE SHEET

31 MARCH 2024

	Note	31 Mar 2024		31 Jan 2023	
		£	£	£	£
Fixed assets					
Tangible assets		-		-	
Current assets					
Cash at bank and in hand		226,211		166,789	
Debtors	10	<u>23,051</u>		-	
		249,262		166,789	
Creditors: amounts falling due within one year	11	<u>30,149</u>		<u>1,509</u>	
Net current assets			219,113		165,280
Total assets less current liabilities			<u>219,113</u>		<u>165,280</u>
Net assets/(liabilities)			<u>219,113</u>		<u>165,280</u>
 Funds					
Restricted Funds	12		143,696		147,704
General Funds	12		74,457		17,576
Designated Funds	12		<u>960</u>		-
TOTAL FUNDS			<u>219,113</u>		<u>165,280</u>

The financial statements were approved by the members of the trustees on the and signed on their behalf by:

Janice A. Silo

Janice Silo
Trustee

The notes on pages 10 to 21 form part of these financial statements.

DEAF-INITELY WOMEN

NOTES TO THE FINANCIAL STATEMENTS

1 FEBRUARY 2023 TO 31 MARCH 2024

1. Accounting policies

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

Organisation information

Deaf-Initely Women's registered office is Room 25, Strutts Community Centre, Derby Road, Belper, DE56 1UU. At the end of the year there were 8 trustees.

1.1 Accounting convention

These accounts have been prepared in accordance with FRS 102, "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102"), "Accounting and Reporting by Charities" the Statement of Recommended Practice for charities applying FRS 102, the Companies Act 2006 and UK Generally Accepted Accounting Practice as it applies from 1 January 2015. The organisation is a Public Benefit Entity as defined by FRS 102.

The accounts are prepared in Sterling which is the functional currency of the organisation. Monetary amounts in these financial statements to the nearest £.

The accounts have been prepared on historical cost convention apart from freehold property that is carried at market value. The principal accounting policies adopted are set out below.

These are accounts for the period ended 31 March 2024 are prepared in accordance with FRS 102, The Financial Reporting Standard applicable in the UK and Republic of Ireland. The date of transition to FRS 102 was 1 April 2015. The impact on the reported financial position and financial performance for the previous year are not affected by the transition to FRS 102.

1.2 Going concern

At the time of approving the accounts, the Board have a reasonable expectation that the organisation has adequate resources to continue in operational existence for the foreseeable future. Thus the Board continue to adopt the going concern basis of accounting in preparing the accounts.

1.3 Charitable Funds

Unrestricted funds are available for use at the discretion of the Board in furtherance of the general objectives of the organisation.

Designated funds are unrestricted funds earmarked by the Board for particular purposes.

Restricted funds are subjected to restrictions on their expenditure imposed by the donor or through the terms of an appeal.

1.4 Incoming resources

All incoming resources are included in the SOFA when the organisation is legally entitled to the income and the amount can be quantified with reasonable accuracy. Gifts in kind have been included at market value of gifts received and in assets acquired. No amounts are included in the financial statements for services donated by volunteers.

DEAF-INITELY WOMEN

NOTES TO THE FINANCIAL STATEMENTS

1 FEBRUARY 2023 TO 31 MARCH 2024

1.5 Resources expended

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs relating to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with use of the resources. Fund-raising costs are those incurred in seeking voluntary contributions and do not include the costs of disseminating information in the support of the charitable activities.

1.6 Debtors

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

1.7 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.8 Creditors and provisions

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

1.9 Financial instruments

The organisation has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

Derecognition of financial liabilities

Financial liabilities are derecognised when the organisation's contractual obligations expire or are discharged or cancelled.

1.10 Employee benefits

The cost of any unused holiday entitlement is recognised in the year in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the board is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.11 Taxation

The organisation is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

DEAF-INITELY WOMEN

NOTES TO THE FINANCIAL STATEMENTS

1 FEBRUARY 2023 TO 31 MARCH 2024

1.12 Depreciation

Individual fixed assets costing £1,000 or more are capitalised at cost and are depreciated over their estimated useful economic lives on a straight line basis as follows:-

Asset category	Annual rate
Equipment	20%

2 Critical accounting estimates and judgements

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

3. Voluntary income

	Unrestricted Funds £	Restricted Funds £	1 Feb 2023 to 31Mar 2024 £	Year to 31Jan 2023 £
Donations	1,148	-	1,148	1,305
	<u>1,148</u>	<u>-</u>	<u>1,148</u>	<u>1,305</u>

DEAF-INITELY WOMEN

NOTES TO THE FINANCIAL STATEMENTS

1 FEBRUARY 2023 TO 31 MARCH 2024

4. Grants receivable

	Unrestricted Funds £	Restricted Funds £	1 Feb 2023 to 31 Mar 2024 £	Year to 31 Jan 2023 £
The National Lottery Community Fund	-	126,210	126,210	118,747
Derbyshire Police and Crime Commission	14,800	83,141	97,941	16,650
Foundation Derbyshire	-	2,500	2,500	-
Arts Council	-	28,339	28,339	35,424
Skills 4 Care	-	13,750	13,750	41,249
Skills 4 Care (2)	-	30,000	30,000	-
NHS Derbyshire Health Service	-	-	-	3,624
ROSA	-	-	-	21,534
Barchester Health	-	-	-	1,250
The Big Give/ Deafinitely Theatre	-	13,597	13,597	8,343
Money Saving Expert Charity	-	750	750	6,750
Garfield Weston Foundation	5,000	-	5,000	6,500
Sign Health	-	-	-	999
Nottingham Police Commission	-	45,502	45,502	30,334
Derby Living Well	-	27,500	27,500	27,500
Active Derbyshire	-	-	-	7,116
Sport England	-	14,986	14,986	-
ASDA	-	500	500	-
Department Health Inequalities Partnership (1)	-	3,000	3,000	-
Department Health Inequalities Partnership (2)	-	5,500	5,500	-
Lloyds Bank Foundation	25,000	-	25,000	-
Awards For All	-	19,824	19,824	-
	<u>44,800</u>	<u>415,099</u>	<u>459,899</u>	<u>326,020</u>

5 Sundry Income

	1 Feb 2023 To 31 Mar 2024 £	Year to 31 Jan 2023 £
Access to Work	6,632	4,912
Other	8,354	5,697
	<u>14,986</u>	<u>10,609</u>

DEAF-INITELY WOMEN

NOTES TO THE FINANCIAL STATEMENTS

1 FEBRUARY 2023 TO 31 MARCH 2024

6 Interest receivable

	1 Feb 2023 to 31 Mar 2024 £	Year to 31 Jan 2023 £
Bank interest	1,651	116
	<u>1,651</u>	<u>116</u>

7. Total resources expended

	Total Funds 1 Feb 2023 to 31 Mar 2024 £	Total Funds Year to 31 Jan 2023 £
Staff costs	229,002	166,398
Travel costs	13,338	6,592
Office costs	8,174	8,647
Fees	36,617	25,314
Equipment & furnishings	12,778	18,617
Rent	22,947	13,814
Utilities	1,240	823
Insurance	1,136	1,072
Activity costs	-	2,341
Communications support	65,987	48,610
Training	2,806	7,247
Promotion costs	19,832	12,265
Grants refunded	9,994	7,947
	<u>423,851</u>	<u>319,687</u>

Expenditure on charitable activities was £423,851 (2023: £319,687) of which £416,396 was restricted (2023 £309,940)

8. Net (expenditure)/income

	1 Feb 23 to 31 Mar 2024 £	Year to 31 Jan 2023 £
Independent examiner's Fees	<u>1,200</u>	<u>1,000</u>

DEAF-INITELY WOMEN

NOTES TO THE FINANCIAL STATEMENTS

1 FEBRUARY 2023 TO 31 MARCH 2024

9. The Board and key management personnel

During the year the Board members did not receive remuneration for their roles as Trustees. The key management personnel of the organisation consist of the Board, Chief Executive Officer and other members of the senior management team.

The aggregate payroll costs were:

	1 Feb 2023 31 Mar 2024 £	Year to 31 Jan 2023 £
Wages and salaries	199,665	145,964
National Insurance	15,392	10,188
Pension	13,945	10,246
	<u>229,002</u>	<u>166,398</u>

No employee earned more than £60,000 per annum. No trustees were reimbursed for expenditure.

Particulars of employees:

The average number of staff employed by the organisation during the financial year amounted to:

	1 Feb 2023 31 Mar 2024 No	Year to To Jan 2023 No
Direct Charitable Staff	11	10
Administration	1	1
	<u>12</u>	<u>11</u>

10. Debtors:

	2024 £	2023 £
Nottinghamshire Police & Crime Commission	22,751	-
Sundry	300	-
	<u>23,051</u>	<u>-</u>

DEAF-INITELY WOMEN

NOTES TO THE FINANCIAL STATEMENTS

1 FEBRUARY 2023 TO 31 MARCH 2024

11. Creditors:

	2024	2023
	£	£
Trade creditors	5,888	1,509
Deferred income: Derbyshire Public Health/Amber Valley CVS	24,261	-
	<u>30,149</u>	<u>1,509</u>

DEAF-INITELY WOMEN

NOTES TO THE FINANCIAL STATEMENTS

1 FEBRUARY 2023 TO 31 MARCH 2024

12. Statement of funds

	At 1 Feb 2023	Incoming £	Outgoing £	Transfers £	At 31Mar 2024 £
General reserve	17,576	62,585	(7,455)	1,751	74,457
Designated Funds	-	-	-	960	960
Total unrestricted funds	<u>17,576</u>	<u>62,585</u>	<u>(7,455)</u>	<u>2,711</u>	<u>75,417</u>
Restricted Funds					
The National Lottery Community Fund	69,796	126,210	(136,695)	-	59,311
Arts Council	9,822	28,339	(40,106)	-	(1,945)
Foundation Derbyshire	114	-	(114)	-	-
Derbyshire Police and Crime Commission (Deaf Abuse Free)	8,352	83,141	(66,808)	-	24,685
Sport England	-	14,986	(2,483)	-	12,503
Skills 4 Care	26,356	13,750	(40,106)	-	-
Derbyshire Community Health Service	8,032	-	(11,052)	3,020	-
Amber Valley CVS	1,270	-	(1,270)	-	-
The Big Give Fund/Deafinitely Theatre	8,151	13,597	-	-	21,748
NHS Derbyshire HS	3,020	-	-	(3,020)	-
Money Saving Expert	1,595	750	(2,426)	81	-
Sign Health	284	-	-	(284)	-
Nottingham Police and Crime Commission	1,309	45,502	(47,259)	-	(448)
Derby Living Well	2,667	27,500	(27,624)	(2,543)	-
Active Derbyshire	6,936	-	(6,962)	26	-
ASDA	-	500	(500)	-	-
Department of Health Inequality Partnership (1)	-	3,000	(3,009)	9	-
Skills 4 Care (2)	-	30,000	(26,402)	-	3,598
Department of Health Inequality Partnership (2)	-	5,500	(1,080)	-	4,420
Awards For All – Listen to Me Advocacy Service	-	19,824	-	-	19,824
Foundation Derbyshire	-	2,500	(2,500)	-	-
Total restricted funds	<u>147,704</u>	<u>415,099</u>	<u>(416,396)</u>	<u>(2,711)</u>	<u>143,696</u>
Total funds	<u>165,280</u>	<u>477,684</u>	<u>(423,806)</u>	<u>-</u>	<u>219,113</u>

DEAF-INITELY WOMEN

NOTES TO THE FINANCIAL STATEMENTS

1 FEBRUARY 2023 TO 31 MARCH 2024

DESIGNATED FUNDS

The fund is for training sessions that will be delivered in July 2024.

RESTRICTED FUNDS

The National Community Lottery Fund - Deaf Women Taking Action for Themselves project

This project started on 1.10.2021 and ends on 30.9.2024. The project enables deaf women to recruit and train volunteers and organise workshops. The project also supports deaf women's employability into work and other volunteering and educational opportunities.

Arts Council

Deaf Gals Arty Party is an Arts and Crafts workshops project. This is due to end on 30.4.2024. We have delivered 21 workshops during the life of the project.

Derbyshire Police and Crime Commissioner - Deaf Abuse Free and Home Security service

We are fortunate that DPCC has continued to fund our Deaf Abuse Free service which has seen a member of staff becoming a qualified Domestic Abuse Service Manager. The service aims to support and educate deaf women about different types of abuse and to support them to access abuse services. The service continues to work with a range of agencies to ensure that deaf women can access emergency and essential support. DPCC also funds our home security service to ensure deaf women living in Derby and Derbyshire feel safe in their homes and when outdoors.

Sport England

Sport England is funding our Wild project that comes to an end on 31.10.2024. It pays for the delivery of outdoor rambling, swimming, and yoga.

Skills for Care - Deaf-led Skills for Care Training Partnership project

The courses are for deaf, deafblind, and hard of hearing employers/users and their Personal Assistants to access free accredited training on:

- Deaf Equality training
- Taster BSL session
- Taster Deafblind Manual
- Communication and acquired sensory loss
- An overview on how to communicate and support deafblind people
- Supporting and communicating with Deaf people with dementia.
- Supporting communicating with people with dementia and acquired hearing loss.
- Basic Guiding skills

This project ended on 31.3.2024.

DEAF-INITELY WOMEN

NOTES TO THE FINANCIAL STATEMENTS

1 FEBRUARY 2023 TO 31 MARCH 2024

Amber Valley CVS

The project funded physical activities across Amber Valley. This project ended on 31.03.24.

The Big Give/ Deafinitely Theatre

The Big Give is a crowdfunding platform whereby it pledged to match fund the amount we raised. Deafinitely Theatre has kindly fundraised and donated to Deaf-initely Women to enable us to recruit another trainee IDVA..

NHS Derbyshire Community Health service - Sexual and Reproductive health project

This project involved us delivering sexual health-based workshops to deaf women living in Derby and Derbyshire. The aims of the project were to:

- improve accessibility for deaf women to access their services, and
- educate deaf women on their sexual health.

Money Saving Expert

The funder has enabled us to deliver Financial Capability for deaf women through provision of workshops. This project ended in May 2023.

Sign Health Charity

SHC funded Deaf-initely Women to help them to promote BSL 999 service in our area. This project ended in September 2023.

Nottinghamshire Police and Crime Commissioner - Deaf Abuse Free and Home Security service

We are grateful that NPCC continues to fund Deaf Abuse Free service which has seen the appointment of Veronica Stewart and latterly Laura Jeffers in becoming a qualified IDVA. The service aims are to support and educate deaf women about the different types of abuse and to support them to access abuse services. The service continues to work with a range of agencies to ensure that deaf women can access their emergency and essential support. The Home Security project aims to make vulnerable deaf women living in Nottingham/shire feel safe in their own homes with free advice and safety products. This project started on 5.9.2022 and ends on 31.3.2025.

Derby Well-being service

This is an emotional and well-being service funded by the NHS. The project started on 1.7.2022 and ended on 30.6.2023.

Active Derbyshire

Active Derbyshire funded a range of physical workshops throughout Derbyshire.

DEAF-INITELY WOMEN

NOTES TO THE FINANCIAL STATEMENTS

1 FEBRUARY 2023 TO 31 MARCH 2024

ASDA

ASDA supported us to deliver a range of workshops. This project ended on 31.3.2024.

Department of Health Inequality Partnership (1)

This project enabled us to recruit and train deaf women to become volunteer community connectors, connecting and introducing them to social activities to improve their health and well-being. This project ended on 31.3.2024.

Department of Health Inequality Partnership (2)

This project enabled us to recruit and train deaf female volunteers to undertake hypertension checks and to provide information to deaf women on where to get advice and support. This project is ongoing and due to end on 31.03.2025.

Awards for All

This is a 12-month 'Listen to Me' Community Advocacy project that will start on 1.4.2024.

Foundation Derbyshire

This funding was for our annual Let's Celebrate Deaf Women's Day 2024 organised by our team of volunteers.

DEAF-INITELY WOMEN

NOTES TO THE FINANCIAL STATEMENTS

1 FEBRUARY 2023 TO 31 MARCH 2024

12. Analysis of net assets

	Tangible fixed assets	Other net assets	Total
Unrestricted funds			
	£	£	£
General Funds	-	74,457	74,457
Designated Funds	-	960	960
Restricted Funds			
The National Lottery Community Fund		59,311	59,311
Arts Council	-	(1,945)	(1,945)
Derbyshire Police and Crime Commission (Deaf Abuse Free)	-	24,685	24,685
Sport England	-	12,503	12,503
The Big Give Fund / Deafinitely Theatre	-	21,748	21,748
Nottingham Police and Crime Commission	-	(448)	(448)
Skill 4 Care (2)	-	3,598	3,598
Department of Health Inequality Partnership (2)	-	4,420	4,420
Awards For All – Listen to Me Advocacy Service	-	19,824	19,824
	<u>-</u>	<u>219,113</u>	<u>219,113</u>

13. Related party transactions

The organisation had no related party transactions that required disclosure

DEAF-INITELY WOMEN

England & Wales - Charity number 1185431

Accounts



Annual Report

1.9.2022 - 31.8.2023

Empowering Deaf women to be free

Contents

Page

Chair's report	3
CEO's report	4
Staffing including Board of Trustees.....	5
Projects	6
Finance for the period from 1.2.2022 - 31.1.2023	8

Chair's Report

Welcome to our fourth annual report where we have gone from strength to strength. We have developed a Strategic Plan that will direct our work for the next four years.

We welcomed Garfield Weston Charity and their partner - Pilotlight. This past 12 months has been most enlightening and interesting. We welcomed working with four key Pilotlighters: Reena Pastakia, Justin Mayer, Philip Van Overberghe and Amo Raju for their mentoring support they have given to the organisation moving forward.

We are sorry to see Emma Midgely and Sarah Tupling leave as the funding for Derby Living Well came to an end. We would like to thank them for the hard work and commitment they have given to Deaf-initely Women. We wish them well in their future endeavours.

We would also like to thank Joey Wallace and Rebecca Hill for taking on short term contracts for which unfortunately the funding came to an end at the end of the financial year.

I am very proud of the work that all staff have done and continue to enable deaf women to live life free from abuse. We welcome Veronica Stewart who became a qualified IDVA and Deborah Lush as Domestic Abuse Service Manager.

Our staff dare to try new things and learn from their experiences of doing so. Becky Daykin coordinates the Walking groups and ensures that each walking activity group has a trained deaf female Walking Leader leading the walk.

We continue to explore how all deaf women can be supported in their roles as sisters, mothers, grandmothers, carers, friends and as colleagues. We listen to them and their struggles for acceptance and validity in society.

I would like to thank all deaf women who took part in our activities and helped us out. Also, thanks to all Board members for their hard work, commitment, and unwavering support. I

would also like to thank all staff and volunteers for their support in striving to achieve outcomes and outputs for our peers.

Janice Silo

Chair of Deaf-initely Women's Board of Trustees

Chief Executive Officer's report

During the past 12 months, we welcomed new members of the Staff team: Emma, Joey, Rebecca, and Sarah. We welcomed new financial assistance from Nottinghamshire Police and Crime Commissioner, to fund Deaf Abuse Free services including the home security service and The Derby Well-being service via NHS/Derby Community Action to fund the continuation of Deaf Abuse Free services. We are grateful to our funders who provided us financial assistance and support in the provision of a wide range of much needed services for deaf women:

- Active Derbyshire
- Amber Valley CVS / ASDA
- Arts Council
- Barchester Foundation
- The Big Give
- Comic Relief
- DHIP
- Derby Living Well
- Derbyshire Integrated Sexual Health services
- Derbyshire Police and Crime Commissioner
- Foundation Derbyshire
- Money Savings Expert
- Office of Police and Crime Commissioner
- Nottingham Police and Crime Commissioner
- Pilotlight / Garfield Weston Foundation
- ROSA
- Sign Health Charity
- Skills for Care
- Sport England
- The National Community Lottery Fund
- Voluntary Sector Mental Health Approved Supplier

Janice mentioned earlier that we have worked with the Pilotlighters: Reena, Amo, Justin and Phillip who have been supportive with me, the Board, and the Senior Management group, giving us constructive advice in shaping the charity for the better. We have become more focussed in the work we do whilst becoming a stronger organisation.

We have undertaken a digital fundraising campaign with the support from the Big Give. This has enabled us to fundraise over £8000.00 to put towards our Deaf Abuse Free service.

I would like to thank all the staff, volunteers including Board members and our communication support workers in enabling us to continue to deliver our services to Ddeaf, deafblind and hard of hearing women living in Derby/shire and Nottingham/shire.

Teresa Waldron, CEO

Staff

Teresa Waldron	Chief Executive Officer
Rachel Shaw	Operations Manager
Becky Daykin	Social Connector / Walking Co-ordinator
Rebecca Hall	Family Support worker (until March 2023)
Agnieszka Latif	Workshops Organiser
Deborah Lush	Domestic Abuse Service Manager / Independent Domestic Violence Advocate & Independent Sexual Violence Advocate for Derby/shire.
Emma Midgely	Well-being Coach (until June 2023)
Suzanne Sims	Office and Volunteers Administrator
Veronica Stewart	Independent Domestic Violence Advocate
Sarah Tupling	Peer Coach (until June 2023)
Joey Wallace	Workshops Assistant (until March 2023)

Board of Trustees

Jayne Cubitt	Treasurer (Until January 2023)
Angela Guilfoyle	Treasurer (From May 2023)
Marie Harrison	Board member
Niki Johnson	Board member (Until November 22 and re-joined in September 2023)
Susan Jones	Board member (From July 2023)
Christine Jones	Board member (Until November 2022)

Sam Killian	Board member (From September 2023)
Molly O'Brien	Board member (From March 2023)
Bridget Payne	Board member (Until September 2023)
Corvette Silo	Board member
Janice Silo	Chair

Projects

BSL 999

We were part of this national campaign to make deaf women aware on how to contact the emergency services in BSL.

Community Connectors

The project trained 5 volunteers as Community Connectors and has connected 45 deaf individuals across Derby. The project ended on 30.6.2023.

Deaf Gals Arty Party project

This Arts and Crafts workshops project – Deaf Gals Arty Party – is due to end on 30.4.2024.

Deaf Abuse Free service - Derbyshire

We are fortunate that DPCC has continued to fund the Deaf Abuse Free service which has seen Deborah Lush becoming a qualified IDVA and ISVA and she has almost completed her Domestic Abuse Service Manager qualification. The service aims are to support and educate deaf women about the different types of abuse and to support them to access abuse services. The worker continues to work with a range of agencies to ensure that deaf women can access emergency and essential support.

Deaf Abuse Free service - Nottinghamshire

We are fortunate that NPCC has agreed to fund the Deaf Abuse Free service which has seen the appointment of Veronica Stewart in becoming a qualified IDVA. The service aims are to support and educate deaf women about the different types of abuse and to support them to access abuse services. The worker continues to work with a range of agencies to ensure that deaf women can access emergency and essential support.

Derby Living Well

Deaf-initely Women was one of the 8 charities that supported individuals with mental health needs living in Derby. The project ended on 30.6.2023

Family Support service

This was a pilot project to assess the need for this service which ended on 31.3.2023.

Home Security service - Derbyshire and Nottinghamshire

The Home Security project aims to make vulnerable deaf women living in Derbyshire and Nottinghamshire feel safe in their own homes with free advice and safety products. This project ends on 31.3.2024 and 31.3.2025, respectively.

Deaf Women Taking Action for Themselves project

This project started on 1.10.2021 and ends on 30.9.2024.

Direct Payment partnership training project

The courses are for deaf, deafblind, and hard of hearing employers and their Personal assistants to access free training on:

- How to be a good employer
- Deaf Equality training
- Deafblind Equality training
- How to communicate and support deafblind people
- Taster BSL sessions.

This project ended on 31.3.2023.

Direct Payment partnership training project

The courses are for deaf, deafblind, and hard of hearing employers and their Personal assistants to access free training on:

- Deaf Equality training
- Taster BSL session
- Taster Deafblind Manual
- Communication and acquired sensory loss
- An overview on how to communicate and support deafblind people
- Supporting and communicating with Deaf people with dementia.
- Supporting and communicating with people with dementia and acquired hearing loss
- Basic Guiding skills

This project ends on 31.3.2024.

Finance training project

The 12-month project assisted deaf women to learn how to budget and manage their finances. The project ended on 30.4.2023.

Reconnecting deaf women

The day out in York was chosen and organised by deaf women themselves.

Sexual and Reproductive health project

This is for all deaf women living in Derby and Derbyshire. The project aims to:
improve accessibility for all deaf women to use their services, and educate deaf women on good sexual health.

Social Connection project

This hugely successful 12-month project connected 242 deaf women across Derby and Derbyshire. This ended on 31.1.2023.

Walking Derbyshire

This project has proven to be a great success which ended in September 2023.

Finance

We are pleased to report that Deaf-initely Women is doing well in managing its funds. We would like to give special thanks to Teresa Waldron and Suzanne Sims for their careful handling of funds. We have underspent which means that this will be carried forward to the next financial year.

Angela Guilfoyle, Treasurer



Expenditure



- | | |
|-----------------------------|------------------|
| ■ Staff Costs | ■ Travel Costs |
| ■ Office Costs | ■ Fees |
| ■ Equipment and Furnishings | ■ Rent |
| ■ Insurance | ■ Activity Costs |
| ■ Communications Support | ■ Training |
| ■ Promotion Costs | ■ Grants Funded |

9E

DEAF-INITELY WOMEN
FINANCIAL STATEMENTS
FOR
31 JANUARY 2023

Charity Registration Number 1185431

DEAF-INITELY WOMEN

FINANCIAL STATEMENTS

YEAR ENDED 31 JANUARY 2023

Contents	Page
Members of the board and professional adviser	1
Trustees' annual report	2-4
Independent examiners report	5
Statement of financial activities	6
Balance Sheet	7
Notes to the financial statements	8-17

DEAF-INITELY WOMEN

REFERENCE AND ADMINISTRATIVE DETAILS

The Management Committee

Janice Silo Chair (Appointed 12th September 2022)

Corvette Silo

Molly O'Brien (Appointed 24th January 2023)

Bridget Payne (Appointed November 2022)

Karen Wilson (Appointed 22nd June 2022)

Angela Guilfoyle (Appointed 24th January 2023)

Melanie Thompson (Resigned 12th September 2022)

Sarah Tupling Chair (Resigned July 2022)

Ingrid Abercrombie Co-Secretary (Resigned February 2022)

Tracie Bonnici Co-Secretary (Stepped down 12th September 2022)

Jayne Cubitt Treasurer (Stepped down 24th January 2023)

Barbara Barker (Stepped down 12th September 2022)

Niki Johnson (Stepped down 22th November 2022)

Diane Stratulis (Resigned June 2022)

Christine Jones (Stepped down 22nd November 2022)

Chief Executive Officer

Teresa Waldron

Registered office

Room 57

Strutts Community Centre

Derby Road

Belper

DE56 1UU

Independent Examiner

Mark Newey

Derby Community Accountancy Service

Babington Lodge

128 Green Lane

Derby

DE1 1RY

DEAF-INITELY WOMEN

FINANCIAL STATEMENTS

TRUSTEES' ANNUAL REPORT

YEAR ENDED 31 JANUARY 2023

The committee have pleasure in presenting their report and the unaudited financial statements of the group for the year ended 31 January 2023.

OBJECTIVES AND ACTIVITIES

The aims of the group shall be to:

1. Provide a platform for deaf women in Derby and Derbyshire and neighbouring counties and to highlight issues, which specifically affect deaf women
2. Encourage/empower deaf women to get involved in their communities to make a difference
3. Enable deaf women to access information about services pertinent to them with full communication support.
4. Enhance the lives of deaf women, through education, information, and training but within their context e.g. be mindful of their faith/culture requirements
5. Provide learning opportunities for all deaf women and their families/supporters.

SUMMARY OF THE MAIN ACTIVITIES UNDERTAKEN FOR THE PUBLIC BENEFIT IN RELATION TO THESE OBJECTS

I am pleased to present you this Financial Year End Report ending 31.1.2023. This year we have seen an influx of change with regards to our Board and our staff team. Some Board members had to step down as they served beyond their three years required which as been delayed by the pandemic. The organisation and its Board focussed its efforts in delivering essential services in ensuring that deaf women were safe, active, healthy with good well-being despite during this challenging time.

The year has also seen staff team increased from 8 to 11 staff members delivering new Well-being services, expanding abuse services in Nottingham and Nottinghamshire as well as providing one to one family support service. Molly O'Brien has left us in May 2022 to work for a UK-wide charity as a Senior Researcher. We wished her well in her new job. Special thanks to Teresa Waldron and Suzanne Sims for overseeing and administering the accounts.

I would like to thank the funders for their financial support during the year.

The National Lottery Community Fund
Derbyshire Police and Crime Commission
Office of Police and Crime Commission
Comic Relief
Foundation Derbyshire
Arts Council

DEAF-INITELY WOMEN

FINANCIAL STATEMENTS

TRUSTEES' ANNUAL REPORT

YEAR ENDED 31 JANUARY 2023

Skills 4 Care
NHS Derbyshire Health Service
ROSA
Amber Valley CVS
VERSUS Arthritis
Barchester Health
The Big Gift Fund
Money Saving Expert Charity
Garfield Weston Foundation
Sign Health
Nottingham Police Commission
Derby Living Well
Active Derbyshire

I would like to thank the Funders, Board (previous and current) and Staff for their time and energy to keeping the organisation going.

Janice Silo, Chairperson

STRUCTURE, GOVERNANCE AND MANAGEMENT

Reserves

As of 31 January 2023, the charity held total funds of £165,280, of which £17,576 are unrestricted.

Governing document

Deaf-Initely Women became a registered CIO on 23rd September 2019.

Induction and training of committee

The group undertakes, when the need arises, a skills audit to determine the requirements of the trustee body. If a skill shortage is identified, approaches are made to specific people identified as having these skills.

Risk management policy

The committee examine the major risks that the group faces each financial year when preparing and updating the strategic plan. The group has developed systems to monitor and control these risks to mitigate any impact that they may have on the group in the future.

DEAF-INITELY WOMEN

Independent Examiner

Mark Newey of Derby Community Accountancy Service and will be in office as independent examiner for the ensuing year.

Registered office:
Strutts Centre
Derby Road
Belper
DE56 1UU

Signed on behalf of the committee

Janice A. Silo

Approved by the committee on
Trustee

Janice Silo

DEAF-INITELY WOMEN

INDEPENDENT EXAMINERS' REPORT TO THE TRUSTEES OF DEAF-INITELY WOMEN

I report on the accounts of the group for the year ended 31 January 2023 which are set out on pages 5 to 17.

Respective responsibilities of the trustees and examiner

As the charity trustees of the Trust, 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 the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

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.

M. Newey

Mark Newey ACMA
Derby Community Accountancy Service
Babington Lodge
128 Green Lane
Derby
DE1 1RY

7/8/2023

Date

DEAF-INITELY WOMEN

STATEMENT OF FINANCIAL ACTIVITY

YEAR ENDED 31st JANUARY 2023

		Unrestricted Funds	Restricted Funds	Total Funds Year to 31 Jan 2023	Total Funds Year to 31 Jan 2022
	Note	£	£	£	£
Income from:					
Donations	3	1,305	-	1,305	352
Charitable activities	4	6,500	319,520	326,020	208,944
Other income	5	10,076	533	10,609	93,367
Investment income	6	116	-	116	-
Total incoming resources		<u>17,997</u>	<u>320,053</u>	<u>338,050</u>	<u>302,663</u>
 Expenditure on:					
Raising funds		-	-	-	-
Charitable activities		9,747	309,940	319,687	288,587
Total resources expended	7	<u>9,747</u>	<u>309,940</u>	<u>319,687</u>	<u>288,587</u>
Net incoming/(outgoing) resources before transfers		8,250	10,113	18,363	14,076
Transfer between funds		-	-	-	-
Net incoming/(outgoing) resources for the year		8,250	10,113	18,363	14,076
Balances brought forward		9,326	137,591	146,917	132,841
Balances carried forward		<u>17,576</u>	<u>147,704</u>	<u>165,280</u>	<u>146,917</u>

The group has no recognised gains or losses other than the results for the year as set out above.

All of the activities of the group are classed as continuing.

The notes on pages 7 to 17 form part of these financial statements.

DEAF-INITELY WOMEN

BALANCE SHEET

31 JANUARY 2023

	Note	2023		2022	
		£	£	£	£
Fixed assets					
Tangible assets		-		-	
Current assets					
Cash at bank and in hand		166,789		149,707	
Debtors	10	-		9,542	
		<u>166,789</u>		<u>159,249</u>	
Creditors: amounts falling due within one year	11	<u>1,509</u>		<u>12,332</u>	
Net current assets			165,280		146,917
Total assets less current liabilities			<u>165,280</u>		<u>146,917</u>
Net assets/(liabilities)			<u>165,280</u>		<u>146,917</u>
Funds					
Restricted Funds	12		147,704		137,591
General Funds	12		17,576		9,326
Designated Funds	12		-		-
TOTAL FUNDS			<u>165,280</u>		<u>146,917</u>

The financial statements were approved by the members of the committee on the and signed on their behalf by:

Janice A. Silo

Janice Silo
Trustee

The notes on pages 7 to 17 form part of these financial statements.

DEAF-INITELY WOMEN

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED JANUARY 31st 2023

1. Accounting policies

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

Group information

Deaf-Initely Women's registered office is Room 57, Strutts Community Centre, Derby Road, Belper, DE56 1UU. At the end of the year there were 6 trustees.

1.1 Accounting convention

These accounts have been prepared in accordance with FRS 102, "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102"), "Accounting and Reporting by Charities" the Statement of Recommended Practice for charities applying FRS 102, the Companies Act 2006 and UK Generally Accepted Accounting Practice as it applies from 1 January 2015. The group is a Public Benefit Entity as defined by FRS 102.

The accounts are prepared in Sterling which is the functional currency of the group. Monetary amounts in these financial statements to the nearest £.

The accounts have been prepared on historical cost convention apart from freehold property that is carried at market value. The principal accounting policies adopted are set out below.

These are accounts for the year ended 31 January 2023 are prepared in accordance with FRS 102, The Financial Reporting Standard applicable in the UK and Republic of Ireland. The date of transition to FRS 102 was 1 April 2015. The impact on the reported financial position and financial performance for the previous year are not affected by the transition to FRS 102.

1.2 Going concern

At the time of approving the accounts, the committee have a reasonable expectation that the group has adequate resources to continue in operational existence for the foreseeable future. Thus the Committee continue to adopt the going concern basis of accounting in preparing the accounts.

1.3 Charitable Funds

Unrestricted funds are available for use at the discretion of the committee in furtherance of the general objectives of the group.

Designated funds are unrestricted funds earmarked by the committee for particular purposes.

Restricted funds are subjected to restrictions on their expenditure imposed by the donor or through the terms of an appeal.

1.4 Incoming resources

All incoming resources are included in the SOFA when the group is legally entitled to the income and the amount can be quantified with reasonable accuracy. Gifts in kind have been included at market value of gifts received and in assets acquired. No amounts are included in the financial statements for services donated by volunteers.

DEAF-INITELY WOMEN

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED JANUARY 31st 2023

1.5 Resources expended

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs relating to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with use of the resources. Fund-raising costs are those incurred in seeking voluntary contributions and do not include the costs of disseminating information in the support of the charitable activities.

1.6 Debtors

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

1.7 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.8 Creditors and provisions

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

1.9 Financial instruments

The group has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

Derecognition of financial liabilities

Financial liabilities are derecognised when the group's contractual obligations expire or are discharged or cancelled.

1.10 Employee benefits

The cost of any unused holiday entitlement is recognised in the year in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the group is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.11 Taxation

The group is exempt from tax on income and gains falling with section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

DEAF-INITELY WOMEN

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED JANUARY 31st 2023

1.12 Depreciation

Individual fixed assets costing £1,000 or more are capitalised at cost and are depreciated over their estimated useful economic lives on a straight line basis as follows:-

Asset category	Annual rate
Equipment	20%

2 Critical accounting estimates and judgements

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

3. Voluntary income

	Unrestricted Funds £	Restricted Funds £	Year to 31Jan 2023 £	Year to 31Jan 2022 £
Donations	1,305	-	1,305	352
	<u>1,305</u>	<u>-</u>	<u>1,305</u>	<u>352</u>

DEAF-INITELY WOMEN

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED JANUARY 31st 2023

4. Grants receivable

	Unrestricted Funds £	Restricted Funds £	Year to 31 Jan 2023 £	Year to 31 Jan 2022 £
The National Lottery Community Fund	-	118,747	118,747	58,243
Derbyshire Police and Crime Commission	-	16,650	16,650	32,500
Office of Police and Crime Commission	-	-	-	26,217
Comic Relief	-	-	-	5,000
Foundation Derbyshire	-	-	-	2,000
Arts Council	-	35,424	35,424	-
Skills 4 Care	-	41,249	41,249	37,500
NHS Derbyshire Health Service	-	3,624	3,624	19,626
ROSA	-	21,534	21,534	21,534
Amber Valley CVS	-	-	-	1,270
VERSUS Arthritis	-	-	-	5,054
Barchester Health	-	1,250	1,250	-
The Big Gift Fund	-	8,343	8,343	-
Money Saving Expert Charity	-	6,750	6,750	-
Garfield Weston Foundation	6,500	-	6,500	-
Sign Health	-	999	999	-
Nottingham Police Commission	-	30,334	30,334	-
Derby Living Well	-	27,500	27,500	-
Active Derbyshire	-	7,116	7,116	-
	<u>6,500</u>	<u>319,520</u>	<u>326,020</u>	<u>208,944</u>

5 Sundry Income

	Year to 31 Jan 2023 £	Year to 31 Jan 2022 £
Access to Work	4,912	92,233
Other	5,697	1,134
	<u>10,609</u>	<u>93,367</u>

DEAF-INITELY WOMEN

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED JANUARY 31st 2023

6 Interest receivable

	Year to 31 Jan 2023 £	Year to 31 Jan 2022 £
Bank interest	116	-
	<u>116</u>	<u>-</u>

7. Total resources expended

	Total Funds Year to 31 Jan 2023 £	Total Funds Year to 31 Jan 2022 £
Staff costs	166,398	106,353
Travel costs	6,592	2,588
Office costs	8,647	7,578
Fees	25,314	17,674
Equipment & furnishings	18,617	12,864
Rent	13,814	5,646
Utilities	823	1,218
Insurance	1,072	1,016
Activity costs	2,341	1,201
Communications support	48,610	109,060
Training	7,247	1,354
Promotion costs	12,265	13,421
Grants refunded	7,947	8,614
	<u>319,687</u>	<u>288,587</u>

Expenditure on charitable activities was £319,687 (2022: £288,587) of which £309,940 was restricted (2022 £200,278)

8. Net (expenditure)/income

	Year to 31 Jan 2023 £	Year to 31 Jan 2022 £
Independent examiner's Fees	<u>1000</u>	<u>750</u>

DEAF-INITELY WOMEN

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED JANUARY 31st 2023

9. Committee and key management personnel

During the year committee did not receive remuneration for their roles as committee members. The key management personnel of the group consist of the committee, the Chief Executive Officer and other members of the senior management team.

The aggregate payroll costs were:

	Year to 31 Jan 2023 £	Year to 31 Jan 2022 £
Wages and salaries and National Insurance	156,152	99,544
Pension	10,246	6,809
	<u>166,398</u>	<u>106,353</u>

No employee earned more than £60,000 per annum. No committee were reimbursed for expenditure.

Particulars of employees:

The average number of staff employed by the group during the financial year amounted to:

	Year to 31 Jan 2023 No	Year to To Jan 2022 No
Direct Charitable Staff	10	6
Administration	1	1
	<u>11</u>	<u>7</u>

10. Debtors:

	2023 £	2022 £
Access to Work	-	9,542
	<u>-</u>	<u>9,542</u>

11. Creditors:

	2023 £	2022 £
Trade creditors	1,509	12,332
	<u>1,509</u>	<u>12,332</u>

DEAF-INITELY WOMEN

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED JANUARY 31st 2023

12. Statement of funds

	At 1 Feb				At 31Jan
	2022	Incoming	Outgoing	Transfers	2023
		£	£	£	£
General reserve	9,326	17,997	(9,747)	-	17,576
Designated Funds	-	-	-	-	-
Total unrestricted funds	9,326	17,997	(9,747)	-	17,576
Restricted Funds					
The National Lottery Community Fund	9,689	-	-	(9,689)	-
Arts Council	-	35,424	(25,602)	-	9,822
Comic Relief	3,403	-	(3,403)	-	-
Foundation Derbyshire	2,000	-	(1,886)	-	114
Derbyshire Police and Crime Commission (Deaf Abuse Free)	12,108	16,650	(21,334)	928	8,352
Voluntary Sector Approved Mental Health Providers	4,752	-	(4,752)	-	-
Skills 4 Care	26,376	41,490	(41,510)	-	26,356
Derbyshire Police and Crime Commission (2)	7,876	-	(6,630)	(1,246)	-
Versus Arthritis	3,023	-	(3,023)	-	-
Derbyshire Community Health Service	10,382	-	(2,350)	-	8,032
Office for Police and Crime Commissioners	10,488	-	(10,806)	318	-
The National Lottery Community Fund (2)	27,982	118,747	(86,622)	9,689	69,796
ROSA	18,242	21,534	(39,776)	-	-
Amber Valley CVS	1,270	-	-	-	1,270
The Big Gift Fund	-	8,342	(191)	-	8,151
Barchester Health	-	1,250	(1,250)	-	-
NHS Derbyshire HS	-	3,917	(896)	-	3,020
Money Saving Expert	-	6,750	(5,155)	-	1,595
Sign Health	-	999	(715)	-	284
Nottingham Police and Crime Commission	-	30,334	(29,025)	-	1,309
Derby Living Well	-	27,500	(24,833)	-	2,667
Active Derbyshire	-	7,116	(181)	-	6,936
Total restricted funds	137,591	320,053	(309,940)	-	147,704
Total funds	146,917	338,050	(319,687)	-	165,280

DEAF-INITELY WOMEN

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED JANUARY 31st 2023

The National Community Lottery Fund - Deaf Women Taking Action for Themselves!

The 3-year funding involves delivering:

Employability service,
Volunteering opportunities
Workshops, events and classes in-person and online.
This project is due to end in September 2024.

Arts Council – Deaf Gals Arty Party!

Deaf Gals Arty Party is a two-year project that provides 21 Arts based workshops for deaf, deafblind and hard of hearing women living in Derby/shire and Nottingham/shire. The project puts deaf women on a platform to share their artistic skills and knowledge.

Comic Relief - Deaf Women's Digi-Hub project - A website on different types of abuse

Funding created a digi-hub for deaf women with 10 web pages and 59 BSL glossary definitions relating to abuse. The underspend as agreed with Comic Relief to establish a smart training room. This project has now ended.

Derbyshire Foundation – Philip Pearse family fund

This funder helped to increase the Sexual and Reproductive health worker's hours to work with deaf women on health issues. This project ended on 31.3.23.

Derbyshire Police and Crime Commissioner - Deaf Abuse Free

The charity is fortunate that DPCC has continued to fund Deaf Abuse Free project. The aim of the project is to educate deaf women about different types of abuse and to support them on a one-to-one basis to access abuse-related services. Our IDVA/ISVA continues to work with a range of agencies to ensure that deaf women can access emergency and essential support. This project is due to end on 31.3.2024.

Voluntary Sector Mental Health Approved Supplier

This funding equips small organisations like ours supporting deaf women with mental health. This funding supports capital expenditure. This project ended on 31.1.2023.

Skills for Care - Direct Payment partnership training project

From 1.9.2022, 18 courses have been arranged for deaf, deafblind and hard of hearing Direct Payment employers/users and their Personal Assistants to access free training. For example:

How to be a good employer
Deaf Equality training
Deafblind Equality training
How to communicate and support deafblind people
Taster BSL sessions.

This project ended on 31.3.2023.

DEAF-INITELY WOMEN

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED JANUARY 31st 2023

Derbyshire Police and Crime Commissioner – Home Security service

This project has supported 64 deaf women through one to one Home Security support and casework service, delivery of 3 workshops, and educating deaf women on how to make their homes secure from crime and fire. A Home Security leaflet and an accompanying video in British Sign Language, captions and voiceover was also created. Home security equipment was provided for 64 deaf women living in Derby and Derbyshire.

Versus Arthritis – Deaf Women’s Keep Fit.

This 6 month project ended on 31.3.2022 after having delivered 5 virtual workshops on Yoga and Keep Fit. This project is now concluded.

Derbyshire Integrated Sexual Health services - Deaf-related training courses for NHS staff (Derbyshire Community Health Service and NHS Derbyshire HS funding)

DISHS has continued to fund Deaf-inutely Women from 1.4.2022 to provide training courses for their sexual health staff. This project ended on 31.3.2023.

Derbyshire Integrated Sexual Health services

Working with DISHS to put on:

- Six workshops on sexual and reproductive issues,
- Developed a leaflet,
- Advised how the Sexual Health Matters website can be further improved, and
- Created two videos.

This project ended on 31.3.2022.

Future plans are to reprofile the underspend to put new workshops for NHS staff in the new financial year.

Office for Police and Crime Commissioners

Deaf Abuse Free project:- provided one to one support for deaf women experiencing abuse to access mainstream abuse services, educated deaf women on the Freedom programme and trained the worker to be an Independent Domestic Violence Advocate and Independent Sexual Violence Advocate. This project ended on 31.1.2023.

The National Community Lottery Fund - Deaf Women Taking Action for Themselves!

The 3-year funding involves delivering:

Employability service,

Volunteering opportunities

Workshops, events and classes in-person and online.

This project is due to end in September 2024.

ROSA – Social Connector service

This service aims to recruit and train 18 deaf women as social connectors as volunteers or on a freelance basis, connecting up to 180 deaf women across Derby and Derbyshire. The social connectors also provide one-to-one training on how to become digitally connected. The 17-month project started on 1.10.2020 and ended on 31.1.2023.

DEAF-INITELY WOMEN

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED JANUARY 31st 2023

ROSA – Deaf Women Thrive project

With funding from ROSA, a Social Connector Coordinator was recruited, who has recruited 11 deaf women to train them as social connectors. The social connectors have successfully supported 242 deaf women to become digitally connected as well as reintegrated within the communities. This project ended on 31.3.2023.

Amber Valley CVS

This will fund activities for deaf women living in Amber Valley to be connected with each other.

The Big Give

Deaf-initely Women secured over £8000.00 in funds through an experimental digital fundraising activity. The funds are being used to fund work around domestic and sexual abuse services.

Money Savings Expert – Financial Capability workshops for Deaf women

This funding funds 5 workshops relating to money matters and the rising costs of living. This was concluded on 31.3.2023.

Sign Health Charity

They have funded us to deliver one-to-one Freedom programme to groups of deaf women. In addition, they have funded us to Launch BSL 999 in Mansfield.

Nottinghamshire Police and Crime Commissioner

For the first time, Nottingham Police and Crime Commission has funded the Deaf Abuse Free service to be expanded across Nottingham and Nottinghamshire. This pays for one to one support and a casework service as well as providing 6 workshops and Home Security equipment.

Derby Living Well – Derby Deaf Mental Health service

This new service supports deaf people in managing their mental health including anxiety and low moods. This will be done through: Running a Barista cafe, workshops, one-to-one support and acasework service.

Active Derbyshire – Deaf Women walking project

This project ended on 31.5.2023 when 5-6 walking activities for all deaf women have been delivered.

DEAF-INITELY WOMEN

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED JANUARY 31st 2023

12. Analysis of net assets

	Tangible fixed assets	Other net assets	Total
Unrestricted funds	£	£	£
General Funds	-	17,576	17,576
Designated Funds	-	-	-
Restricted Funds			
Arts Council		9,822	9,822
Derbyshire Police and Crime Commission (Deaf Abuse free)	-	8,352	8,352
Foundation Derbyshire	-	114	114
Skills 4 Care	-	26,356	26,356
Derbyshire Community Health Service	-	8,032	8,032
The National Lottery Community Fund (2)	-	69,796	69,796
Amber Valley CVS	-	1,270	1,270
The Big Gift Fund	-	8,151	8,151
NHS Derbyshire Health Service	-	3,020	3,020
Money Saving Expert	-	1,595	1,595
Sign Health	-	284	284
Nottingham Police and Crime Commission	-	1,309	1,309
Derby Living Well	-	2,667	2,667
Active Derbyshire	-	6,936	6,936
	-	<u>165,280</u>	<u>165,280</u>

13. Related party transactions

The group had no related party transactions that required disclosure



Annual Report

1.9.2022 – 31.8.2023

Empowering Deaf women to be free

Contents

Page

Chair's report	3
CEO's report	4
Staffing including Board of Trustees.....	5
Projects	6
Finance for the period from 1.2.2022 - 31.1.2023	8

Chair's Report

Welcome to our fourth annual report where we have gone from strength to strength. We have developed a Strategic Plan that will direct our work for the next four years.

We welcomed Garfield Weston Charity and their partner - Pilotlight. This past 12 months has been most enlightening and interesting. We welcomed working with four key Pilotlighters: Reena Pastakia, Justin Mayer, Philip Van Overberghe and Amo Raju for their mentoring support they have given to the organisation moving forward.

We are sorry to see Emma Midgely and Sarah Tupling leave as the funding for Derby Living Well came to an end. We would like to thank them for the hard work and commitment they have given to Deaf-initely Women. We wish them well in their future endeavours.

We would also like to thank Joey Wallace and Rebecca Hill for taking on short term contracts for which unfortunately the funding came to an end at the end of the financial year.

I am very proud of the work that all staff have done and continue to enable deaf women to live life free from abuse. We welcome Veronica Stewart who became a qualified IDVA and Deborah Lush as Domestic Abuse Service Manager.

Our staff dare to try new things and learn from their experiences of doing so. Becky Daykin coordinates the Walking groups and ensures that each walking activity group has a trained deaf female Walking Leader leading the walk.

We continue to explore how all deaf women can be supported in their roles as sisters, mothers, grandmothers, carers, friends and as colleagues. We listen to them and their struggles for acceptance and validity in society.

I would like to thank all deaf women who took part in our activities and helped us out. Also, thanks to all Board members for their hard work, commitment, and unwavering support. I

would also like to thank all staff and volunteers for their support in striving to achieve outcomes and outputs for our peers.

Janice Silo

Chair of Deaf-initely Women's Board of Trustees

Chief Executive Officer's report

During the past 12 months, we welcomed new members of the Staff team: Emma, Joey, Rebecca, and Sarah. We welcomed new financial assistance from Nottinghamshire Police and Crime Commissioner, to fund Deaf Abuse Free services including the home security service and The Derby Well-being service via NHS/Derby Community Action to fund the continuation of Deaf Abuse Free services. We are grateful to our funders who provided us financial assistance and support in the provision of a wide range of much needed services for deaf women:

- Active Derbyshire
- Amber Valley CVS / ASDA
- Arts Council
- Barchester Foundation
- The Big Give
- Comic Relief
- DHIP
- Derby Living Well
- Derbyshire Integrated Sexual Health services
- Derbyshire Police and Crime Commissioner
- Foundation Derbyshire
- Money Savings Expert
- Office of Police and Crime Commissioner
- Nottingham Police and Crime Commissioner
- Pilotlight / Garfield Weston Foundation
- ROSA
- Sign Health Charity
- Skills for Care
- Sport England
- The National Community Lottery Fund
- Voluntary Sector Mental Health Approved Supplier

Janice mentioned earlier that we have worked with the Pilotlighters: Reena, Amo, Justin and Phillip who have been supportive with me, the Board, and the Senior Management group, giving us constructive advice in shaping the charity for the better. We have become more focussed in the work we do whilst becoming a stronger organisation.

We have undertaken a digital fundraising campaign with the support from the Big Give. This has enabled us to fundraise over £8000.00 to put towards our Deaf Abuse Free service.

I would like to thank all the staff, volunteers including Board members and our communication support workers in enabling us to continue to deliver our services to Ddeaf, deafblind and hard of hearing women living in Derby/shire and Nottingham/shire.

Teresa Waldron, CEO

Staff

Teresa Waldron	Chief Executive Officer
Rachel Shaw	Operations Manager
Becky Daykin	Social Connector / Walking Co-ordinator
Rebecca Hall	Family Support worker (until March 2023)
Agnieszka Latif	Workshops Organiser
Deborah Lush	Domestic Abuse Service Manager / Independent Domestic Violence Advocate & Independent Sexual Violence Advocate for Derby/shire.
Emma Midgely	Well-being Coach (until June 2023)
Suzanne Sims	Office and Volunteers Administrator
Veronica Stewart	Independent Domestic Violence Advocate
Sarah Tupling	Peer Coach (until June 2023)
Joey Wallace	Workshops Assistant (until March 2023)

Board of Trustees

Jayne Cubitt	Treasurer (Until January 2023)
Angela Guilfoyle	Treasurer (From May 2023)
Marie Harrison	Board member
Niki Johnson	Board member (Until November 22 and re-joined in September 2023)
Susan Jones	Board member (From July 2023)
Christine Jones	Board member (Until November 2022)

Sam Killian	Board member (From September 2023)
Molly O'Brien	Board member (From March 2023)
Bridget Payne	Board member (Until September 2023)
Corvette Silo	Board member
Janice Silo	Chair

Projects

BSL 999

We were part of this national campaign to make deaf women aware on how to contact the emergency services in BSL.

Community Connectors

The project trained 5 volunteers as Community Connectors and has connected 45 deaf individuals across Derby. The project ended on 30.6.2023.

Deaf Gals Arty Party project

This Arts and Crafts workshops project – Deaf Gals Arty Party – is due to end on 30.4.2024.

Deaf Abuse Free service - Derbyshire

We are fortunate that DPCC has continued to fund the Deaf Abuse Free service which has seen Deborah Lush becoming a qualified IDVA and ISVA and she has almost completed her Domestic Abuse Service Manager qualification. The service aims are to support and educate deaf women about the different types of abuse and to support them to access abuse services. The worker continues to work with a range of agencies to ensure that deaf women can access emergency and essential support.

Deaf Abuse Free service - Nottinghamshire

We are fortunate that NPCC has agreed to fund the Deaf Abuse Free service which has seen the appointment of Veronica Stewart in becoming a qualified IDVA. The service aims are to support and educate deaf women about the different types of abuse and to support them to access abuse services. The worker continues to work with a range of agencies to ensure that deaf women can access emergency and essential support.

Derby Living Well

Deaf-initely Women was one of the 8 charities that supported individuals with mental health needs living in Derby. The project ended on 30.6.2023

Family Support service

This was a pilot project to assess the need for this service which ended on 31.3.2023.

Home Security service - Derbyshire and Nottinghamshire

The Home Security project aims to make vulnerable deaf women living in Derbyshire and Nottinghamshire feel safe in their own homes with free advice and safety products. This project ends on 31.3.2024 and 31.3.2025, respectively.

Deaf Women Taking Action for Themselves project

This project started on 1.10.2021 and ends on 30.9.2024.

Direct Payment partnership training project

The courses are for deaf, deafblind, and hard of hearing employers and their Personal assistants to access free training on:

- How to be a good employer
- Deaf Equality training
- Deafblind Equality training
- How to communicate and support deafblind people
- Taster BSL sessions.

This project ended on 31.3.2023.

Direct Payment partnership training project

The courses are for deaf, deafblind, and hard of hearing employers and their Personal assistants to access free training on:

- Deaf Equality training
- Taster BSL session
- Taster Deafblind Manual
- Communication and acquired sensory loss
- An overview on how to communicate and support deafblind people
- Supporting and communicating with Deaf people with dementia.
- Supporting and communicating with people with dementia and acquired hearing loss
- Basic Guiding skills

This project ends on 31.3.2024.

Finance training project

The 12-month project assisted deaf women to learn how to budget and manage their finances. The project ended on 30.4.2023.

Reconnecting deaf women

The day out in York was chosen and organised by deaf women themselves.

Sexual and Reproductive health project

This is for all deaf women living in Derby and Derbyshire. The project aims to:
improve accessibility for all deaf women to use their services, and educate deaf women on good sexual health.

Social Connection project

This hugely successful 12-month project connected 242 deaf women across Derby and Derbyshire. This ended on 31.1.2023.

Walking Derbyshire

This project has proven to be a great success which ended in September 2023.

Finance

We are pleased to report that Deaf-initely Women is doing well in managing its funds. We would like to give special thanks to Teresa Waldron and Suzanne Sims for their careful handling of funds. We have underspent which means that this will be carried forward to the next financial year.

Angela Guilfoyle, Treasurer



Expenditure



- | | |
|-----------------------------|------------------|
| ■ Staff Costs | ■ Travel Costs |
| ■ Office Costs | ■ Fees |
| ■ Equipment and Furnishings | ■ Rent |
| ■ Insurance | ■ Activity Costs |
| ■ Communications Support | ■ Training |
| ■ Promotion Costs | ■ Grants Funded |

DEAF-INITELY WOMEN

England & Wales - Charity number 1185431

Accounts



Annual Report

1.9.2021 - 31.8.2022

Improving deaf women's lives



Chair's report

3

Managing Director's

report 4

Projects 5

..... 5

Staffing 8

..... 8

Board of
Trustees..... 8

..... 8

Finance for the period from 1.2.2021 - 31.1.2022 9



Chair's Report

Welcome to our third annual report since we became a Charitable Incorporated Organisation in September 2019. This year has proved to be an interesting year for us as we have expanded our team from 8 to 11. We are fortunate to be able to continue to provide services throughout the year.

Our Board has seen a number of changes where Ingrid Abercrombie, Diane Stratulis and Sarah Tupling all resigned from the Board at different times in the year. I would like to thank them for their hard work and commitment they have given to Deaf-initely Women.

I am very proud of the work that all staff have done and continue to achieve. We continue to support deaf women through a range of gender specific services that are not available elsewhere in the UK. We listen to them and their struggles for acceptance and respect in society. We continue to offer a range of services in getting our organisation known within the deaf and hearing worlds in our fight for acceptance and gaining rights as deaf women.

I am sorry to see Janet Mellor leaving us last year for personal reasons but pleased that she remains in contact with us.

Following Janet's departure, we also saw Molly O'Brien leaving us for a new job in the disability research sector. Thank you Janet and Molly for your hard work and support.

I wish them both all the best for the future.

I would like to welcome Becky Daykin and Veronica Stewart who joined us in October 2021 working on the Social Connector project in ensuring isolated deaf women are getting support across Derby and Derbyshire. They have recruited and trained 11 deaf women as social connectors – all working together in ensuring no deaf woman is left isolated.

Sarah Tupling also joined us as a Peer Coach working for Derby Deaf Living Well service ensuring that many deaf women are getting support in managing their mental health. Welcome Sarah!

I would like to thank all volunteers for their support in the past 12 months. All have helped out in our activities. Also, thanks to all Board members for their hard work, commitment and unwavering support. I would also like to thank all staff and volunteers for their support in striving to achieve outcomes and outputs for our peers.

Janice Silo

Chair of Deaf-initely Women's Board of Trustees



Managing Director's report

We are growing!

The last 12 months has seen changes within our staffing team in response to new funding that came online during the past 12 months. It has been and still is exciting for us all as we meet and greet new faces whether they are staff, volunteers, freelance workers or customers.

We have undertaken more Partnership working with deaf charities in the provision of training and networking.

We are moving towards accrediting our services so that we are recognised for providing quality services thus assuring our funders that we are a credible organisation who takes matters seriously. This should help our funding in future years.

We are grateful to our funders who provided us financial assistance and support in the provision of a wide range of much needed services for deaf women:

- Amber Valley CVS
- Arts Council - Deaf Women's Art goes online! project
- Arts Council - Deaf Gals Arty Party!
- Barchester Foundation - Coach Trip to York
- The Big Give
- Comic Relief - Deaf Women's Digi-Hub project
- Derby Living Well - Derby Deaf Mental Health service
- Derbyshire Integrated Sexual Health services - Sexual and Reproductive health project
- Derbyshire Police and Crime Commissioner - Deaf Abuse Free project
- Derbyshire Police and Crime Commissioner - Home Security project
- Foundation Derbyshire - Sexual Health project worker
- Money Savings Expert
- The National Community Lottery Fund - Deaf Women Matter! - Skills for Life project
- The National Community Lottery Fund - Deaf Women Taking Action for Themselves!
- Pilotlight / Garfield Weston Foundation
- ROSA - Social Connector service
- Sign Health Charity
- Skills for Care - Direct Payment partnership training project

- Sport England - Deaf women can do football!
- Versus Arthritis - Deaf Women's Keep Fit.
- Voluntary Sector Mental Health Approved Supplier

I would like to thank all the staff and our communication support workers in enabling us to continue to deliver services and achieving all projects' targets in the last 12 months.

Teresa Waldron
Managing Director

Projects

Amber Valley CVS

This funding supports social connector activities in Amber Valley area. This project ends on 31.1.2023

Arts Council - Deaf Women's Art goes online! project

The Covid-19 lockdown forced Deaf-initely Women to look at delivering Art-based workshops online. This has proven to be so popular that we are planning to apply for new funding. The six-month project is now closed.

Arts Council - Deaf Gals Arty Party!

The two-year project aims to deliver 21 Arts & Crafts workshops for budding deaf female artists. All workshops are delivered by deaf female artists where we showcase them in our new Autumn/Winter 22/23 programme. This project is due to end on 30.4.2024.

Barchester Foundation - Coach Trip to York

The funder funded a Coach trip out to York chosen by deaf women themselves. This has proven to be hugely successful despite slow recovery post Covid. This project has now ended.

The Big Give

Deaf-initely Women secured over £8000.00 in funds through an experimental digital fundraising activity. The funds are being used to fund work around domestic and sexual abuse services.

Comic Relief - Deaf Women's Digi-Hub project

With funding, Deaf-initely Women achieved to develop Spring Derbyshire website featuring 10 webpages on different types of abuse along with a glossary of 32 short BSL videos on words associated with abuse and its

meanings. The underspend was used to establish a training room and renting another office. This project ends on 31.1.2022.

Derby Living Well - Derby Deaf Mental Health service

This new service will support deaf women in managing their mental health including low moods. This will be done through a number of ways: Running a Barista cafe, workshops, one-to-one support and casework service.

Derbyshire Integrated Sexual Health services - Sexual and Reproductive health project

This is for all deaf women living in Derby and Derbyshire. The project aims to improve accessibility for all deaf women to use their services. This project has ended on 31.3.2022. DISHS has continued to fund Deaf-initely Women from 1.4.2022 to provide training courses for their sexual health staff. This project ends on 31.3.2023.

Derbyshire Police and Crime Commissioner - Deaf Abuse Free

We are fortunate that DPCC has continued to fund Deaf Abuse Free project. The aim of the project is to educate deaf women about different types of abuse and to support them on a one-to-one basis to access abuse services. The worker continues to work with a range of agencies to ensure that deaf women can access emergency and essential support. This project is due to end on 31.3.2023.

Derbyshire Police and Crime Commissioner - Home Security project

Home Security project aims to make vulnerable deaf women feel safe in their own homes with free advice and safety products. This successful project started on 10.5.2021 and ended on 31.3.2022, after having supported and supplied home security equipment for 64 deaf women living in Derby and Derbyshire.


Foundation Derbyshire - Sexual Health project worker

Small grant assisted in increasing the workers' hours to 16.5 hours a week.

Money Savings Expert

This funding funds 5 workshops relating to money matters and the rising costs of living. This will conclude on 31.3.2023.

The National Community Lottery Fund - Deaf Women Matter! - Skills for Life project



This project ended on 30.9.2021 after running for 3 years and 8 months. The project was fully evaluated which has shown the need for this project to continue. The project has seen three national lockdowns and services were delivered in person on zoom. The project has delivered a total of 63 workshops, 3 videos and 22 vlogs.

The National Community Lottery Fund - Deaf Women Taking Action for Themselves!

We are grateful to TNCLF for funding us the second time for another 3 years. The project Aims to deliver more workshops including employability workshops and work experience for deaf women to gain employment. This project will end on 30.9.2024.

Pilotlight / Garfield Weston Foundation

The funders are providing Deaf-initely Women 360 degrees assessment on how we can improve our systems and procedures thus ensuring deaf women receive high quality services. This project will end in June 2023.

ROSA - Social Connector service

The new service aims to recruit and train 18 deaf women as social connectors as volunteers or on a freelance basis, connecting up to 180 deaf women across Derby and Derbyshire. The social connectors also provide one-to-one training on how to become digitally connected. The 17-month project started on 1.10.2020 and will end on 31.1.2023.

Sign Health Charity

They fund us to deliver one-to-one Freedom programme to groups of deaf women.

Skills for Care - Direct Payment partnership training project

The courses are for deaf, deafblind and hard of hearing Direct Payment employers/users and their Personal Assistants to access free training on:

- How to be a good employer
- Deaf Equality training
- Deafblind Equality training
- How to communicate and support deafblind people
- Taster BSL sessions.

This project ended on 31.3.2022.

Sport England - Deaf women can do football!

This 3-year project started on 1.11.2019 and ends on 31.10.2022. This project is currently being reprofiled to look at delivering different workshops. COVID-19 has severely affected its performance. We have

returned funds at the end of January 2022. The project is now concluded due to Coronavirus.

Versus Arthritis - Deaf Women's Keep Fit.

This 6 month project ended on 31.3.2022 after having delivered 5 virtual workshops on Yoga and Keep Fit. This project is now concluded.

Voluntary Sector Mental Health Approved Supplier

This funding equips small organisations like ours supporting deaf women with mental health. This funding support will end on 31.1.2023.

Staff

Teresa Waldron	Managing Director
Rachel Shaw	Office Manager
Becky Daykin	Social Connector Co-ordinator
Agnieszka Latif	Workshops Organiser
Deborah Lush	Independent Domestic Violence Advocate and Independent Sexual Violence Advocate.
Janet Mellor	Training and Skills Coordinator (<i>left September 2021</i>)
Molly O'Brien	Researcher & Evaluator (<i>left April 2022</i>)
Suzanne Sims	Office and Volunteers Administrator
Veronica Stewart	Social Connector and Arts Council Assistant
	Peer Coach
Sarah Tupling	

Board of Trustees

Ingrid Abercrombie Co-Secretary (*resigned February 2022*)

Barbara Barker

Tracie Bonnici Co-Secretary

Jayne Cubitt Treasurer

Niki Johnson

Christine Jones

Corvette Silo

Janice Silo Chair

Diane Stratulis (*resigned June 2022*)

Melanie Thompson

Sarah Tupling Chair (*resigned July 2022*)

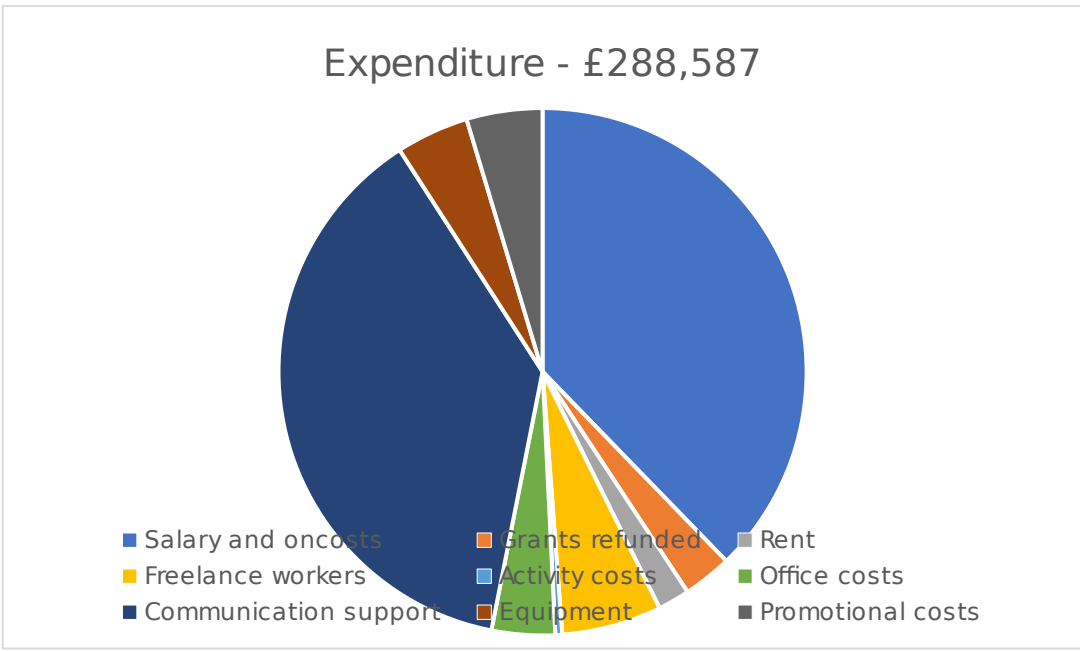
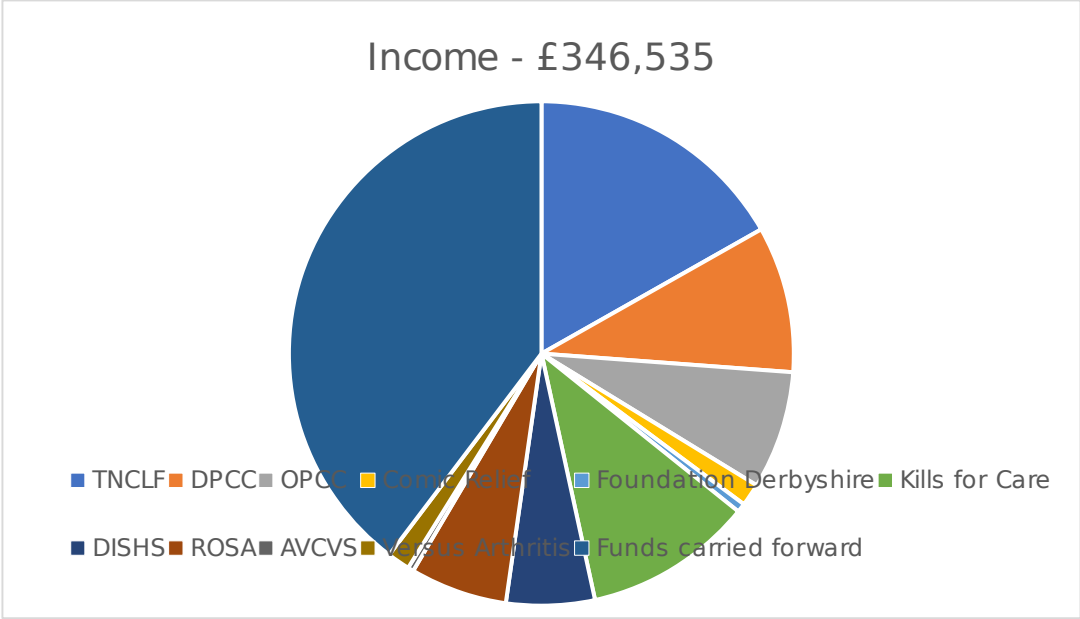
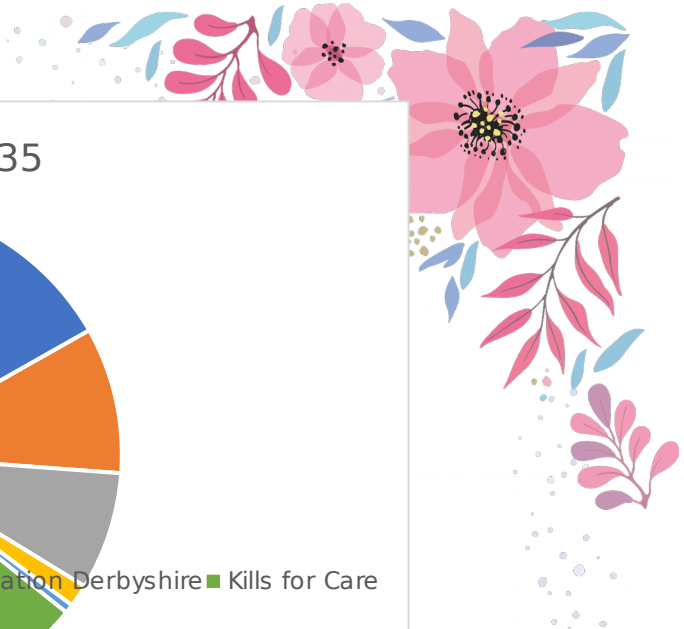
Karen Wilson

Finance

We are pleased to report that Deaf-initely Women is doing well in managing its funds. We would like to give special thanks to Teresa Waldron and Suzanne Sims for their careful handling of funds. We have an underspend which means that this will be carried forward to the next financial year.

Janice Silo, Chairperson





DEAF-INITELY WOMEN

FINANCIAL STATEMENTS

FOR

31 JANUARY 2022

Charity Registration Number 1185431

DEAF-INITELY WOMEN

FINANCIAL STATEMENTS

YEAR ENDED 31 JANUARY 2022

Contents	Page
Members of the board and professional adviser	1
Trustees' annual report	2-6
Independent examiners report	7
Statement of financial activities	8
Balance Sheet	9
Notes to the financial statements	10-19

DEAF-INITELY WOMEN

REFERENCE AND ADMINISTRATIVE DETAILS

The Management Committee

Sarah Tupling Chair

Ingrid Abercrombie Co-Secretary (Resigned January 2022)

Tracie Bonnici Co-Secretary

Jayne Cubitt Treasurer

Barbara Barker

Niki Johnson

Diane Stratulis

Christine Jones

Corvette Silo

Chief Executive Officer

Teresa Waldron

Registered office

Room 57

Strutts Community Centre

Derby Road

Belper

DE56 1UU

Independent Examiner

Mark Newey

Derby Community Accountancy Service

Babington Lodge

128 Green Lane

Derby

DE1 1RY

DEAF-INITELY WOMEN

FINANCIAL STATEMENTS

TRUSTEES' ANNUAL REPORT

YEAR ENDED 31 JANUARY 2022

The committee have pleasure in presenting their report and the unaudited financial statements of the group for the year ended 31 January 2022.

OBJECTIVES AND ACTIVITIES

The aims of the group shall be to:

1. Provide a platform for deaf women in Derby and Derbyshire and neighbouring counties and to highlight issues, which specifically affect deaf women
2. Encourage/empower deaf women to get involved in their communities to make a difference
3. Enable deaf women to access information about services pertinent to them with full communication support.
4. Enhance the lives of deaf women, through education, information, and training but within their context e.g. be mindful of their faith/culture requirements
5. Provide learning opportunities for all deaf women and their families/supporters.

SUMMARY OF THE MAIN ACTIVITIES UNDERTAKEN FOR THE PUBLIC BENEFIT IN RELATION TO THESE OBJECTS

Deaf-initely Women is open to all deaf women irrespective of their protected characteristic(s) and other personal circumstances.

Review of the Year's developments activities and achievements

Deaf-initely Women have been managing 15 projects with the support of nine Management Committee members and eight staff members.

1.Deaf Women Matter! Skills for Life project – The National Community Lottery Fund

We have now reached the end of the fourth year of the project's life, having delivered workshops, events and classes in person and online. This project ended on 30th September 2021. This project proved to be extremely popular.

2.Deaf women's Digi-Hub – A website on different types of abuse – Comic Relief

We created a digi-hub for deaf women with 10 web pages and 59 BSL glossary definitions relating to abuse. This project has been extended from 31.10.2020 to 31.3.2021. We have used the underspend as agreed with Comic Relief to establish a smart training room. This project has now ended.

DEAF-INITELY WOMEN

FINANCIAL STATEMENTS

TRUSTEES' ANNUAL REPORT

YEAR ENDED 31 JANUARY 2022

3. Tampon Tax

Deaf Women Empowered! This has funded 5 workshops dealing with emotional and life resilient issues. The workshops ran throughout 2020 and 2021. The project ended on 31.12.2021.

4. Sport England

A three-year project for deaf women to play football on a regular basis. This project was due to end on 31.10.2022 however it concluded earlier as it was not meeting targets due to the pandemic.

5. Derbyshire Police and Crime Commissioner (1)

DEaf Abuse Free project started on 1.9.2020 to:

- provide 1-2-1 support for deaf women experiencing abuse to access mainstream abuse services.
- educate deaf women on the Freedom programme.

This project ended on 31.3.2021. However, the underspend was reprofiled and agreed by DPCC to be used for abuse-related activities.

6. Voluntary Sector Approved Mental Health Provider

Funding supported deaf women with mental health needs. The funding was used to deliver four workshops around mental health. The funding ended on 31.12.2021.

7. Derbyshire Foundation – Philip Pearse family fund

This funder helped to increase the Sexual and Reproductive health worker's hours to work with deaf women on health issues. This project is due to end on 31.3.2022.

8. Versus Arthritis

This funding helped us to put on three Yoga and three Keep Fit sessions during the year. This project will end on 31.3.2022.

DEAF-INITELY WOMEN

FINANCIAL STATEMENTS

TRUSTEES' ANNUAL REPORT

YEAR ENDED 31 JANUARY 2022

9. Derbyshire Integrated Sexual Health services

We worked with DISHS to put on:

- Six workshops on sexual and reproductive issues,
- Developed a leaflet,
- Advised how the Sexual Health Matters website can be further improved, and
- Created two videos.

This funder helped us to increase awareness on sexual and reproductive health issues. This project is due to end on 31.3.2022.

10. Office for Police and Crime Commissioners

DEaf Abuse Free project:

- provides 1-2-1 support for deaf women experiencing abuse to access mainstream abuse services.
- educate deaf women on the Freedom programme,
- train the worker to be an Independent Domestic Violence Advocate and Independent Sexual Violence Advocate.

This project is due to end on 31.3.2022.

11. The National Lottery Community Fund

This pays for Deaf Women taking action for themselves project which started on 1.10.2021 and is due to end on 30.9.2024. We are required to:

- Deliver 12 workshops
- Deliver 4 employability courses
- Recruit and train six volunteers a year.

12. ROSA – Deaf Women Thrive project

With funding from ROSA, we have recruited a Social Connector Coordinator, who will recruit up to 18 deaf women to train them as social connectors. The social connectors will support and train up to 180 deaf women to become digitally connected as well as reintegrated within the communities. This project will end on **31.1.2023**.

DEAF-INITELY WOMEN

FINANCIAL STATEMENTS

TRUSTEES' ANNUAL REPORT

YEAR ENDED 31 JANUARY 2022

13. Amber Valley CVS

This will fund activities for deaf women living in Amber Valley to be connected with each other. This funding will end on **31.3.2023**.

14. Skills for Care

The Partnership project started in August 2021 and will end on 31st May 2022. This involves four partner organisations including Deaf-initely Women, Timms Solicitors, British Deaf Association and Deafblind Enablement UK. Between us, we are required to deliver 12 workshops for deaf, deafblind and hard of hearing Direct Payment users and employers and their Personal Assistants.

15. Derbyshire Police and Crime Commissioner

With generous funding from DPCC, this funds the Home Security project. This will:

- provide 1-2-1 support and casework service for 60 deaf women requiring home security products.
- deliver 3 workshops.
- educates 30 deaf women on how to make their homes secure from crime and fire.
- will create a Home Security leaflet and an accompanying video in British Sign Language, captions and voiceover.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Reserves

As at 31 January 2022 the charity held total funds of £146,917, of which £9,326 are unrestricted.

Governing document

Deaf-Initely Women became a registered CIO on 23rd September 2019.

Induction and training of committee

The group undertakes, when the need arises, a skills audit to determine the requirements of the trustee body. If a skill shortage is identified, approaches are made to specific people identified as having these skills

Risk management policy

The committee examine the major risks that the group faces each financial year when preparing and updating the strategic plan. The group has developed systems to monitor and control these risks to mitigate any impact that they may have on the group in the future.

DEAF-INITELY WOMEN

FINANCIAL STATEMENTS

TRUSTEES' ANNUAL REPORT

YEAR ENDED 31 JANUARY 2022

Independent Examiner

Mark Newey of Derby Community Accountancy Service and will be in office as independent examiner for the ensuing year.

Registered office:
Srutts Centre
Derby Road
Belper
DE56 1UU

Signed on behalf of the committee

Approved by the committee on

Sarah Tupling
Chair

DEAF-INITELY WOMEN

INDEPENDENT EXAMINERS' REPORT TO THE TRUSTEES OF DEAF-INITELY WOMEN

I report on the accounts of the group for the year ended 31 January 2022 which are set out on pages 8 to 19.

Respective responsibilities of the trustees and examiner

As the charity trustees of the Trust, 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 the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

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.

Mark Newey ACMA
Derby Community Accountancy Service
Babington Lodge
128 Green Lane
Derby
DE1 1RY

Date

DEAF-INITELY WOMEN

STATEMENT OF FINANCIAL ACTIVITY

YEAR ENDED 31st JANUARY 2022

		Unrestricted Funds	Restricted Funds	Total Funds Year to 31 Jan 2022	Total Funds Year to 31 Jan 2021
	Note	£	£	£	£
Income from:					
Donations	3	352	-	352	-
Charitable activities	4	-	208,944	208,944	187,553
Other income	5	93,367	-	93,367	68,519
Investment income	6	-	-	-	-
Total incoming resources		<u>93,719</u>	<u>208,944</u>	<u>302,663</u>	<u>256,072</u>
 <u>Expenditure on:</u>					
Raising funds		-	-	-	-
Charitable activities		<u>88,309</u>	<u>200,278</u>	<u>288,587</u>	<u>232,474</u>
Total resources expended	7	<u>88,309</u>	<u>200,278</u>	<u>288,587</u>	<u>232,474</u>
 Net incoming/(outgoing) resources before transfers		 5,410	 8,666	 14,076	 23,598
Transfer between funds		<u>2,780</u>	<u>(2,780)</u>	<u>-</u>	<u>-</u>
Net incoming/(outgoing) resources for the year		 8,190	 5,886	 14,076	 23,958
Balances brought forward		<u>1,136</u>	<u>131,705</u>	<u>132,841</u>	<u>109,243</u>
Balances carried forward		<u>9,326</u>	<u>137,591</u>	<u>146,917</u>	<u>132,841</u>

The group has no recognised gains or losses other than the results for the year as set out above.

All of the activities of the group are classed as continuing.

The notes on pages 10 to 19 form part of these financial statements.

DEAF-INITELY WOMEN

BALANCE SHEET

31 JANUARY 2022

	Note	2022	2021
		£	£
Fixed assets			
Tangible assets		-	-
Current assets			
Cash at bank and in hand		149,707	139,037
Debtors	10	9,542	-
		<u>159,249</u>	<u>139,037</u>
Creditors: amounts falling due within one year	11	<u>12,332</u>	<u>6,196</u>
Net current assets		146,917	132,841
Total assets less current liabilities		<u>146,917</u>	<u>132,841</u>
Net assets/(liabilities)		<u>146,917</u>	<u>132,841</u>
Funds			
Restricted Funds	12	137,591	131,705
General Funds	12	9,326	1,136
Designated Funds	12	-	-
TOTAL FUNDS		<u>146,917</u>	<u>132,841</u>

The financial statements were approved by the members of the committee on the and signed on their behalf by:

Sarah Tupling
Chair

The notes on pages 10 to 19 form part of these financial statements.

DEAF-INITELY WOMEN

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED JANUARY 31st 2022

1. Accounting policies

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

Group information

Deaf-Initely Women's registered office is Room 57, Strutts Community Centre, Derby Road, Belper, DE56 1UU. At the end of the year there were 8 trustees.

1.1 Accounting convention

These accounts have been prepared in accordance with FRS 102, "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102"), "Accounting and Reporting by Charities" the Statement of Recommended Practice for charities applying FRS 102, the Companies Act 2006 and UK Generally Accepted Accounting Practice as it applies from 1 January 2015. The group is a Public Benefit Entity as defined by FRS 102.

The accounts are prepared in Sterling which is the functional currency of the group. Monetary amounts in these financial statements to the nearest £.

The accounts have been prepared on historical cost convention apart from freehold property that is carried at market value. The principal accounting policies adopted are set out below.

These are accounts for the year ended 31 January 2022 are prepared in accordance with FRS 102, The Financial Reporting Standard applicable in the UK and Republic of Ireland. The date of transition to FRS 102 was 1 April 2015. The impact on the reported financial position and financial performance for the previous year are not affected by the transition to FRS 102.

1.2 Going concern

At the time of approving the accounts, the committee have a reasonable expectation that the group has adequate resources to continue in operational existence for the foreseeable future. Thus the Committee continue to adopt the going concern basis of accounting in preparing the accounts.

1.3 Charitable Funds

Unrestricted funds are available for use at the discretion of the committee in furtherance of the general objectives of the group.

Designated funds are unrestricted funds earmarked by the committee for particular purposes.

Restricted funds are subjected to restrictions on their expenditure imposed by the donor or through the terms of an appeal.

1.4 Incoming resources

All incoming resources are included in the SOFA when the group is legally entitled to the income and the amount can be quantified with reasonable accuracy. Gifts in kind have been included at market value of gifts received and in assets acquired. No amounts are included in the financial statements for services donated by volunteers.

DEAF-INITELY WOMEN

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED JANUARY 31st 2022

1.5 Resources expended

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs relating to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with use of the resources. Fund-raising costs are those incurred in seeking voluntary contributions and do not include the costs of disseminating information in the support of the charitable activities.

1.6 Debtors

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

1.7 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.8 Creditors and provisions

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

1.9 Financial instruments

The group has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

Derecognition of financial liabilities

Financial liabilities are derecognised when the group's contractual obligations expire or are discharged or cancelled.

1.10 Employee benefits

The cost of any unused holiday entitlement is recognised in the year in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the group is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.11 Taxation

The group is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

DEAF-INITELY WOMEN

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED JANUARY 31st 2022

1.12 Depreciation

Individual fixed assets costing £1,000 or more are capitalised at cost and are depreciated over their estimated useful economic lives on a straight line basis as follows:-

Asset category	Annual rate
Equipment	20%

2 Critical accounting estimates and judgements

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

3. Voluntary income

	Unrestricted Funds £	Restricted Funds £	Year to 31Jan 2022 £	Year to 31Jan 2021 £
Donations	352	-	352	-
	<u>352</u>	<u>-</u>	<u>352</u>	<u>-</u>

4. Grants receivable

	Unrestricted Funds £	Restricted Funds £	Year to 31Jan 2022 £	Year to 31 Jan 2021 £
The National Lottery Community Fund	-	58,243	58,243	115,222
Derbyshire Police and Crime Commission	-	32,500	32,500	13,750
Office of Police and Crime Commission	-	26,217	26,217	-
Comic Relief	-	5,000	5,000	20,000
Foundation Derbyshire Arts Council	-	2,000	2,000	-
Arts Council	-	-	-	33,829
Voluntary Sector Approved Mental Health Providers	-	-	-	4,752
Skills 4 Care	-	37,500	37,500	-
Derbyshire Health Service	-	19,626	19,626	-
ROSA	-	21,534	21,534	-
Amber Valley CVS	-	1,270	1,270	-
VERSUS Arthritis	-	5,054	5,054	-
	<u>-</u>	<u>208,944</u>	<u>208,944</u>	<u>187,553</u>

DEAF-INITELY WOMEN

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED JANUARY 31st 2022

5 Sundry Income

	Year to 31 Jan 2022 £	Year to 31 Jan 2021 £
Fundraising	-	225
Refunds	1,134	1,320
Access to Work	92,233	66,529
Other	-	445
	<u>93,367</u>	<u>68,519</u>

6 Interest receivable

	Year to 31 Jan 2022 £	Year to 31 Jan 2021 £
Bank interest	-	-
	<u>-</u>	<u>-</u>

7. Total resources expended

	Total Funds Year to 31 Jan 2022 £	Total Funds Year to 31 Jan 2021 £
Staff costs	106,353	90,988
Travel costs	2,588	1,153
Office costs	7,578	4,052
Fees	17,674	11,292
Equipment & furnishings	12,864	17,322
Rent	5,646	7,529
Utilities	1,218	807
Insurance	1,016	1,003
Activity costs	1,201	263
Communications support	109,060	90,120
Training	1,354	2,420
Promotion costs	13,421	5,525
Grants refunded	8,614	-
	<u>288,587</u>	<u>232,474</u>

DEAF-INITELY WOMEN

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED JANUARY 31st 2022

Expenditure on charitable activities was £288,587 (2021: £200,278) of which £162,622 was restricted (2021 £162,622)

8. Net (expenditure)/income

	Year to 31 Jan 2022 £	Year to 31 Jan 2021 £
Independent examiner's Fees	<u>750</u>	<u>720</u>

9. Committee and key management personnel

During the year committee did not receive remuneration for their roles as committee members

The key management personnel of the group consist of the committee, the Chief Executive Officer and other members of the senior management team.

The aggregate payroll costs were:

	Year to 31 Jan 2022 £	Year to 31 Jan 2021 £
Wages and salaries	99,196	85,074
National Insurance	348	-
Pension	6,809	5,914
	<u>106,353</u>	<u>90,988</u>

No employee earned more than £60,000 per annum. No committee were reimbursed for expenditure.

Particulars of employees:

The average number of staff employed by the group during the financial year amounted to:

	Year to 31 Jan 2022 No	1 Apr 2018 To Jan 2021 No
Direct Charitable Staff	7	6
Administration	1	1
	<u>8</u>	<u>7</u>

DEAF-INITELY WOMEN

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED JANUARY 31st 2022

10. Debtors:

	2022	2021
	£	£
Access to Work	9,542	-
	<u>9,542</u>	<u>-</u>

11. Creditors:

	2022	2021
	£	£
Trade creditors	12,332	6,196
	<u>12,332</u>	<u>6,196</u>

DEAF-INITELY WOMEN

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED JANUARY 31st 2022

12. Statement of funds

	At 1 Feb	Incoming	Outgoing	Transfers	At 31Jan
	2021	£	£	£	2022
		£	£	£	£
General reserve	1,136	93,719	(88,309)	2,780	9,326
Designated Funds	-	-	-	-	-
Total unrestricted funds	<u>1,136</u>	<u>93,719</u>	<u>(88,309)</u>	<u>2,780</u>	<u>9,326</u>
Restricted Funds					
The National Lottery Community Fund	90,821	-	(81,132)	-	9,689
Awards for All	1,589	-	-	(1,589)	-
Arts Council	1,589	-	(1,589)	-	-
Derbyshire Police and Crime Commission (1)	649	-	-	(649)	-
Comic Relief	16,383	5,000	(17,980)	-	3,403
Sport England	8,115	-	(8,045)	(70)	-
Foundation Derbyshire	-	2,000	-	-	2,000
Community Foundation Tampon Tax	2,108	-	(1,636)	(472)	-
Derbyshire Police and Crime Commission (Deaf Abuse Free)	5,699	12,500	(6,091)	-	12,108
Voluntary Sector Approved Mental Health Providers	4,752	-	-	-	4,752
Skills 4 Care	-	37,500	(11,124)	-	26,376
Derbyshire Police and Crime Commission (2)	-	20,000	(12,124)	-	7,876
Versus Arthritis	-	5,054	(2,031)	-	3,023
Derbyshire Community Health Service	-	19,626	(9,244)	-	10,382
Office for Police and Crime Commissioners	-	26,217	(15,729)	-	10,488
The National Lottery Community Fund (2)	-	58,243	(30,261)	-	27,982
ROSA	-	21,534	(3,292)	-	18,242
Amber Valley CVS	-	1,270	-	-	1,270
Total restricted funds	<u>131,705</u>	<u>208,944</u>	<u>(200,278)</u>	<u>(2,780)</u>	<u>137,591</u>
Total funds	<u>132,841</u>	<u>302,663</u>	<u>(288,587)</u>	<u>-</u>	<u>146,917</u>

Deaf Women Matter! Skills for Life project – The National Community Lottery Fund

The funding was to deliver workshops, events and classes in person and online.

DEAF-INITELY WOMEN

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED JANUARY 31st 2022

Derbyshire Police and Crime Commissioner (1)

Workshops on keeping safe. Workshops on abuse and keeping safe online were delivered.

Deaf women's Digi-Hub – A website on different types of abuse – Comic Relief

We created a digi-hub for deaf women with 10 web pages and 59 BSL glossary definitions relating to abuse. We have used the underspend as agreed with Comic Relief to establish a smart training room. This project has now ended.

Awards for All

A research project that looks at the needs of deaf women experienced abuse in relation to accessing specialist services.

Arts Council

This project has provided Arts-based workshops on painting, photography and creative writing online to deaf women.

Tampon Tax

This has funded 5 workshops dealing with emotional and life resilient issues

Sport England

A three-year project for deaf women to play football on a regular basis. This concluded earlier as it was not meeting targets due to the pandemic.

Derbyshire Police and Crime Commissioner – Deaf Abuse Free

DEaf Abuse Free project- provided 1-2-1 support for deaf women experiencing abuse to access mainstream abuse services educated deaf women on the Freedom programme.

Voluntary Sector Approved Mental Health Provider

Funding supported deaf women with mental health needs delivering four workshops around mental health.

Derbyshire Foundation – Philip Pearse family fund

This funder helped to increase the Sexual and Reproductive health worker's hours to work with deaf women on health issues.

DEAF-INITELY WOMEN

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED JANUARY 31st 2022

Versus Arthritis

This funding helped us to put on three Yoga and three Keep Fit sessions during the year. This project will end on 31.3.2022.

Derbyshire Integrated Sexual Health services

Working with DISHS to put on:

- Six workshops on sexual and reproductive issues,
- Developed a leaflet,
- Advised how the Sexual Health Matters website can be further improved, and
- Created two videos.

Office for Police and Crime Commissioners

DEaf Abuse Free project:- provided 1-2-1 support for deaf women experiencing abuse to access mainstream abuse services, educated deaf women on the Freedom programme and trained the worker to be an Independent Domestic Violence Advocate and Independent Sexual Violence Advocate.

The National Lottery Community Fund (2)

This pays for Deaf Women taking action for themselves project to deliver 12 workshops, deliver 4 employability courses, recruit and train six volunteers a year.

ROSA – Deaf Women Thrive project

With funding from ROSA, we have recruited a Social Connector Coordinator, who will recruit up to 18 deaf women to train them as social connectors. The social connectors will support and train up to 180 deaf women to become digitally connected as well as reintegrated within the communities. This project will end on 31.3.2023.

Amber Valley CVS

This will fund activities for deaf women living in Amber Valley to be connected with each other.

Skills for Care

The funding is to deliver 12 workshops for deaf, deafblind and hard of hearing Direct Payment users and employers and their Personal Assistants.

DEAF-INITELY WOMEN

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED JANUARY 31st 2022

Derbyshire Police and Crime Commissioner (2)

This will provide 1-2-1 support and casework service for 60 deaf women requiring home security products, deliver 3 workshops, educates 30 deaf women on how to make their homes secure from crime and fire and will create a Home Security leaflet and an accompanying video in British Sign Language, captions and voiceover.

12. Analysis of net assets

	Tangible fixed assets	Other net assets	Total
	£	£	£
Unrestricted funds			
General Funds	-	9,326	9,326
Designated Funds	-	-	-
Restricted funds			
The National Lottery Community Fund	-	9,689	9,689
Comic Relief	-	3,403	3,403
Derbyshire Police and Crime Commission (Deaf Abuse free)	-	12,108	12,108
Voluntary Sector Approved Mental Health Providers	-	4,752	4,752
Foundation Derbyshire	-	2,000	2,000
Derbyshire Police and Crime Commission	-	7,876	7,876
Skills 4 Care	-	26,376	26,376
Versus Arthritis	-	3,023	3,023
Derbyshire Community Health Service	-	10,382	10,382
Office for Police and Crime Commissioners	-	10,488	10,488
The National Lottery Community Fund (2)	-	27,982	27,982
ROSA	-	18,242	18,242
Amber Valley CVS	-	1,270	1,270
	<u>-</u>	<u>137,591</u>	<u>137,591</u>

13. Related party transactions

The group had no related party transactions that required disclosure

DEAF-INITELY WOMEN

FINANCIAL STATEMENTS

FOR

31 JANUARY 2022

Charity Registration Number 1185431

DEAF-INITELY WOMEN

FINANCIAL STATEMENTS

YEAR ENDED 31 JANUARY 2022

Contents	Page
Members of the board and professional adviser	1
Trustees' annual report	2-6
Independent examiners report	7
Statement of financial activities	8
Balance Sheet	9
Notes to the financial statements	10-19

DEAF-INITELY WOMEN

REFERENCE AND ADMINISTRATIVE DETAILS

The Management Committee

Sarah Tupling Chair

Ingrid Abercrombie Co-Secretary (Resigned January 2022)

Tracie Bonnici Co-Secretary

Jayne Cubitt Treasurer

Barbara Barker

Niki Johnson

Diane Stratulis

Christine Jones

Corvette Silo

Chief Executive Officer

Teresa Waldron

Registered office

Room 57

Strutts Community Centre

Derby Road

Belper

DE56 1UU

Independent Examiner

Mark Newey

Derby Community Accountancy Service

Babington Lodge

128 Green Lane

Derby

DE1 1RY

DEAF-INITELY WOMEN

FINANCIAL STATEMENTS

TRUSTEES' ANNUAL REPORT

YEAR ENDED 31 JANUARY 2022

The committee have pleasure in presenting their report and the unaudited financial statements of the group for the year ended 31 January 2022.

OBJECTIVES AND ACTIVITIES

The aims of the group shall be to:

1. Provide a platform for deaf women in Derby and Derbyshire and neighbouring counties and to highlight issues, which specifically affect deaf women
2. Encourage/empower deaf women to get involved in their communities to make a difference
3. Enable deaf women to access information about services pertinent to them with full communication support.
4. Enhance the lives of deaf women, through education, information, and training but within their context e.g. be mindful of their faith/culture requirements
5. Provide learning opportunities for all deaf women and their families/supporters.

SUMMARY OF THE MAIN ACTIVITIES UNDERTAKEN FOR THE PUBLIC BENEFIT IN RELATION TO THESE OBJECTS

Deaf-initely Women is open to all deaf women irrespective of their protected characteristic(s) and other personal circumstances.

Review of the Year's developments activities and achievements

Deaf-initely Women have been managing 15 projects with the support of nine Management Committee members and eight staff members.

1.Deaf Women Matter! Skills for Life project – The National Community Lottery Fund

We have now reached the end of the fourth year of the project's life, having delivered workshops, events and classes in person and online. This project ended on 30th September 2021. This project proved to be extremely popular.

2.Deaf women's Digi-Hub – A website on different types of abuse – Comic Relief

We created a digi-hub for deaf women with 10 web pages and 59 BSL glossary definitions relating to abuse. This project has been extended from 31.10.2020 to 31.3.2021. We have used the underspend as agreed with Comic Relief to establish a smart training room. This project has now ended.

DEAF-INITELY WOMEN

FINANCIAL STATEMENTS

TRUSTEES' ANNUAL REPORT

YEAR ENDED 31 JANUARY 2022

3. Tampon Tax

Deaf Women Empowered! This has funded 5 workshops dealing with emotional and life resilient issues. The workshops ran throughout 2020 and 2021. The project ended on 31.12.2021.

4. Sport England

A three-year project for deaf women to play football on a regular basis. This project was due to end on 31.10.2022 however it concluded earlier as it was not meeting targets due to the pandemic.

5. Derbyshire Police and Crime Commissioner (1)

DEaf Abuse Free project started on 1.9.2020 to:

- provide 1-2-1 support for deaf women experiencing abuse to access mainstream abuse services.
- educate deaf women on the Freedom programme.

This project ended on 31.3.2021. However, the underspend was reprofiled and agreed by DPCC to be used for abuse-related activities.

6. Voluntary Sector Approved Mental Health Provider

Funding supported deaf women with mental health needs. The funding was used to deliver four workshops around mental health. The funding ended on 31.12.2021.

7. Derbyshire Foundation – Philip Pearse family fund

This funder helped to increase the Sexual and Reproductive health worker's hours to work with deaf women on health issues. This project is due to end on 31.3.2022.

8. Versus Arthritis

This funding helped us to put on three Yoga and three Keep Fit sessions during the year. This project will end on 31.3.2022.

DEAF-INITELY WOMEN

FINANCIAL STATEMENTS

TRUSTEES' ANNUAL REPORT

YEAR ENDED 31 JANUARY 2022

9. Derbyshire Integrated Sexual Health services

We worked with DISHS to put on:

- Six workshops on sexual and reproductive issues,
- Developed a leaflet,
- Advised how the Sexual Health Matters website can be further improved, and
- Created two videos.

This funder helped us to increase awareness on sexual and reproductive health issues. This project is due to end on 31.3.2022.

10. Office for Police and Crime Commissioners

DEaf Abuse Free project:

- provides 1-2-1 support for deaf women experiencing abuse to access mainstream abuse services.
- educate deaf women on the Freedom programme,
- train the worker to be an Independent Domestic Violence Advocate and Independent Sexual Violence Advocate.

This project is due to end on 31.3.2022.

11. The National Lottery Community Fund

This pays for Deaf Women taking action for themselves project which started on 1.10.2021 and is due to end on 30.9.2024. We are required to:

- Deliver 12 workshops
- Deliver 4 employability courses
- Recruit and train six volunteers a year.

12. ROSA – Deaf Women Thrive project

With funding from ROSA, we have recruited a Social Connector Coordinator, who will recruit up to 18 deaf women to train them as social connectors. The social connectors will support and train up to 180 deaf women to become digitally connected as well as reintegrated within the communities. This project will end on **31.1.2023**.

DEAF-INITELY WOMEN

FINANCIAL STATEMENTS

TRUSTEES' ANNUAL REPORT

YEAR ENDED 31 JANUARY 2022

13. Amber Valley CVS

This will fund activities for deaf women living in Amber Valley to be connected with each other. This funding will end on **31.3.2023**.

14. Skills for Care

The Partnership project started in August 2021 and will end on 31st May 2022. This involves four partner organisations including Deaf-initely Women, Timms Solicitors, British Deaf Association and Deafblind Enablement UK. Between us, we are required to deliver 12 workshops for deaf, deafblind and hard of hearing Direct Payment users and employers and their Personal Assistants.

15. Derbyshire Police and Crime Commissioner

With generous funding from DPCC, this funds the Home Security project. This will:

- provide 1-2-1 support and casework service for 60 deaf women requiring home security products.
- deliver 3 workshops.
- educates 30 deaf women on how to make their homes secure from crime and fire.
- will create a Home Security leaflet and an accompanying video in British Sign Language, captions and voiceover.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Reserves

As at 31 January 2022 the charity held total funds of £146,917, of which £9,326 are unrestricted.

Governing document

Deaf-Initely Women became a registered CIO on 23rd September 2019.

Induction and training of committee

The group undertakes, when the need arises, a skills audit to determine the requirements of the trustee body. If a skill shortage is identified, approaches are made to specific people identified as having these skills

Risk management policy

The committee examine the major risks that the group faces each financial year when preparing and updating the strategic plan. The group has developed systems to monitor and control these risks to mitigate any impact that they may have on the group in the future.

DEAF-INITELY WOMEN

FINANCIAL STATEMENTS

TRUSTEES' ANNUAL REPORT

YEAR ENDED 31 JANUARY 2022

Independent Examiner

Mark Newey of Derby Community Accountancy Service and will be in office as independent examiner for the ensuing year.

Registered office:
Srutts Centre
Derby Road
Belper
DE56 1UU

Signed on behalf of the committee

Approved by the committee on

Sarah Tupling
Chair

DEAF-INITELY WOMEN

INDEPENDENT EXAMINERS' REPORT TO THE TRUSTEES OF DEAF-INITELY WOMEN

I report on the accounts of the group for the year ended 31 January 2022 which are set out on pages 8 to 19.

Respective responsibilities of the trustees and examiner

As the charity trustees of the Trust, 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 the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

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.

Mark Newey ACMA
Derby Community Accountancy Service
Babington Lodge
128 Green Lane
Derby
DE1 1RY

Date

DEAF-INITELY WOMEN

STATEMENT OF FINANCIAL ACTIVITY

YEAR ENDED 31st JANUARY 2022

		Unrestricted Funds	Restricted Funds	Total Funds Year to 31 Jan 2022	Total Funds Year to 31 Jan 2021
	Note	£	£	£	£
Income from:					
Donations	3	352	-	352	-
Charitable activities	4	-	208,944	208,944	187,553
Other income	5	93,367	-	93,367	68,519
Investment income	6	-	-	-	-
Total incoming resources		93,719	208,944	302,663	256,072
 <u>Expenditure on:</u>					
Raising funds		-	-	-	-
Charitable activities		88,309	200,278	288,587	232,474
Total resources expended	7	88,309	200,278	288,587	232,474
Net incoming/(outgoing) resources before transfers		5,410	8,666	14,076	23,598
Transfer between funds		2,780	(2,780)	-	-
Net incoming/(outgoing) resources for the year		8,190	5,886	14,076	23,958
Balances brought forward		1,136	131,705	132,841	109,243
Balances carried forward		9,326	137,591	146,917	132,841

The group has no recognised gains or losses other than the results for the year as set out above.

All of the activities of the group are classed as continuing.

The notes on pages 10 to 19 form part of these financial statements.

DEAF-INITELY WOMEN

BALANCE SHEET

31 JANUARY 2022

	Note	2022		2021	
		£	£	£	£
Fixed assets					
Tangible assets		-		-	
Current assets					
Cash at bank and in hand		149,707		139,037	
Debtors	10	9,542		-	
		<u>159,249</u>		<u>139,037</u>	
Creditors: amounts falling due within one year	11	<u>12,332</u>		<u>6,196</u>	
Net current assets			146,917		132,841
Total assets less current liabilities			<u>146,917</u>		<u>132,841</u>
Net assets/(liabilities)			<u>146,917</u>		<u>132,841</u>
Funds					
Restricted Funds	12		137,591		131,705
General Funds	12		9,326		1,136
Designated Funds	12		-		-
TOTAL FUNDS			<u>146,917</u>		<u>132,841</u>

The financial statements were approved by the members of the committee on the and signed on their behalf by:

Sarah Tupling
Chair

The notes on pages 10 to 19 form part of these financial statements.

DEAF-INITELY WOMEN

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED JANUARY 31st 2022

1. Accounting policies

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

Group information

Deaf-Initely Women's registered office is Room 57, Strutts Community Centre, Derby Road, Belper, DE56 1UU. At the end of the year there were 8 trustees.

1.1 Accounting convention

These accounts have been prepared in accordance with FRS 102, "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102"), "Accounting and Reporting by Charities" the Statement of Recommended Practice for charities applying FRS 102, the Companies Act 2006 and UK Generally Accepted Accounting Practice as it applies from 1 January 2015. The group is a Public Benefit Entity as defined by FRS 102.

The accounts are prepared in Sterling which is the functional currency of the group. Monetary amounts in these financial statements to the nearest £.

The accounts have been prepared on historical cost convention apart from freehold property that is carried at market value. The principal accounting policies adopted are set out below.

These are accounts for the year ended 31 January 2022 are prepared in accordance with FRS 102, The Financial Reporting Standard applicable in the UK and Republic of Ireland. The date of transition to FRS 102 was 1 April 2015. The impact on the reported financial position and financial performance for the previous year are not affected by the transition to FRS 102.

1.2 Going concern

At the time of approving the accounts, the committee have a reasonable expectation that the group has adequate resources to continue in operational existence for the foreseeable future. Thus the Committee continue to adopt the going concern basis of accounting in preparing the accounts.

1.3 Charitable Funds

Unrestricted funds are available for use at the discretion of the committee in furtherance of the general objectives of the group.

Designated funds are unrestricted funds earmarked by the committee for particular purposes.

Restricted funds are subjected to restrictions on their expenditure imposed by the donor or through the terms of an appeal.

1.4 Incoming resources

All incoming resources are included in the SOFA when the group is legally entitled to the income and the amount can be quantified with reasonable accuracy. Gifts in kind have been included at market value of gifts received and in assets acquired. No amounts are included in the financial statements for services donated by volunteers.

DEAF-INITELY WOMEN

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED JANUARY 31st 2022

1.5 Resources expended

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs relating to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with use of the resources. Fund-raising costs are those incurred in seeking voluntary contributions and do not include the costs of disseminating information in the support of the charitable activities.

1.6 Debtors

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

1.7 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.8 Creditors and provisions

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

1.9 Financial instruments

The group has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

Derecognition of financial liabilities

Financial liabilities are derecognised when the group's contractual obligations expire or are discharged or cancelled.

1.10 Employee benefits

The cost of any unused holiday entitlement is recognised in the year in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the group is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.11 Taxation

The group is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

DEAF-INITELY WOMEN

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED JANUARY 31st 2022

1.12 Depreciation

Individual fixed assets costing £1,000 or more are capitalised at cost and are depreciated over their estimated useful economic lives on a straight line basis as follows:-

Asset category	Annual rate
Equipment	20%

2 Critical accounting estimates and judgements

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

3. Voluntary income

	Unrestricted Funds £	Restricted Funds £	Year to 31Jan 2022 £	Year to 31Jan 2021 £
Donations	352	-	352	-
	<u>352</u>	<u>-</u>	<u>352</u>	<u>-</u>

4. Grants receivable

	Unrestricted Funds £	Restricted Funds £	Year to 31Jan 2022 £	Year to 31 Jan 2021 £
The National Lottery Community Fund	-	58,243	58,243	115,222
Derbyshire Police and Crime Commission	-	32,500	32,500	13,750
Office of Police and Crime Commission	-	26,217	26,217	-
Comic Relief	-	5,000	5,000	20,000
Foundation Derbyshire Arts Council	-	2,000	2,000	-
Voluntary Sector Approved Mental Health Providers	-	-	-	33,829
Skills 4 Care	-	-	-	4,752
Derbyshire Health Service	-	37,500	37,500	-
ROSA	-	19,626	19,626	-
Amber Valley CVS	-	21,534	21,534	-
VERSUS Arthritis	-	1,270	1,270	-
	-	5,054	5,054	-
	<u>-</u>	<u>208,944</u>	<u>208,944</u>	<u>187,553</u>

DEAF-INITELY WOMEN

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED JANUARY 31st 2022

5 Sundry Income

	Year to 31 Jan 2022 £	Year to 31 Jan 2021 £
Fundraising	-	225
Refunds	1,134	1,320
Access to Work	92,233	66,529
Other	-	445
	<u>93,367</u>	<u>68,519</u>

6 Interest receivable

	Year to 31 Jan 2022 £	Year to 31 Jan 2021 £
Bank interest	-	-
	<u>-</u>	<u>-</u>

7. Total resources expended

	Total Funds Year to 31 Jan 2022 £	Total Funds Year to 31 Jan 2021 £
Staff costs	106,353	90,988
Travel costs	2,588	1,153
Office costs	7,578	4,052
Fees	17,674	11,292
Equipment & furnishings	12,864	17,322
Rent	5,646	7,529
Utilities	1,218	807
Insurance	1,016	1,003
Activity costs	1,201	263
Communications support	109,060	90,120
Training	1,354	2,420
Promotion costs	13,421	5,525
Grants refunded	8,614	-
	<u>288,587</u>	<u>232,474</u>

DEAF-INITELY WOMEN

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED JANUARY 31st 2022

Expenditure on charitable activities was £288,587 (2021: £200,278) of which £162,622 was restricted (2021 £162,622)

8. Net (expenditure)/income

	Year to 31 Jan 2022 £	Year to 31 Jan 2021 £
Independent examiner's Fees	<u>750</u>	<u>720</u>

9. Committee and key management personnel

During the year committee did not receive remuneration for their roles as committee members

The key management personnel of the group consist of the committee, the Chief Executive Officer and other members of the senior management team.

The aggregate payroll costs were:

	Year to 31 Jan 2022 £	Year to 31 Jan 2021 £
Wages and salaries	99,196	85,074
National Insurance	348	-
Pension	6,809	5,914
	<u>106,353</u>	<u>90,988</u>

No employee earned more than £60,000 per annum. No committee were reimbursed for expenditure.

Particulars of employees:

The average number of staff employed by the group during the financial year amounted to:

	Year to 31 Jan 2022 No	1 Apr 2018 To Jan 2021 No
Direct Charitable Staff	7	6
Administration	1	1
	<u>8</u>	<u>7</u>

DEAF-INITELY WOMEN

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED JANUARY 31st 2022

10. Debtors:

	2022	2021
	£	£
Access to Work	9,542	-
	<u>9,542</u>	<u>-</u>

11. Creditors:

	2022	2021
	£	£
Trade creditors	12,332	6,196
	<u>12,332</u>	<u>6,196</u>

DEAF-INITELY WOMEN

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED JANUARY 31st 2022

12. Statement of funds

	At 1 Feb	Incoming	Outgoing	Transfers	At 31Jan
	2021	£	£	£	2022
		£	£	£	£
General reserve	1,136	93,719	(88,309)	2,780	9,326
Designated Funds	-	-	-	-	-
Total unrestricted funds	<u>1,136</u>	<u>93,719</u>	<u>(88,309)</u>	<u>2,780</u>	<u>9,326</u>
Restricted Funds					
The National Lottery Community Fund	90,821	-	(81,132)	-	9,689
Awards for All	1,589	-	-	(1,589)	-
Arts Council	1,589	-	(1,589)	-	-
Derbyshire Police and Crime Commission (1)	649	-	-	(649)	-
Comic Relief	16,383	5,000	(17,980)	-	3,403
Sport England	8,115	-	(8,045)	(70)	-
Foundation Derbyshire	-	2,000	-	-	2,000
Community Foundation Tampon Tax	2,108	-	(1,636)	(472)	-
Derbyshire Police and Crime Commission (Deaf Abuse Free)	5,699	12,500	(6,091)	-	12,108
Voluntary Sector Approved Mental Health Providers	4,752	-	-	-	4,752
Skills 4 Care	-	37,500	(11,124)	-	26,376
Derbyshire Police and Crime Commission (2)	-	20,000	(12,124)	-	7,876
Versus Arthritis	-	5,054	(2,031)	-	3,023
Derbyshire Community Health Service	-	19,626	(9,244)	-	10,382
Office for Police and Crime Commissioners	-	26,217	(15,729)	-	10,488
The National Lottery Community Fund (2)	-	58,243	(30,261)	-	27,982
ROSA	-	21,534	(3,292)	-	18,242
Amber Valley CVS	-	1,270	-	-	1,270
Total restricted funds	<u>131,705</u>	<u>208,944</u>	<u>(200,278)</u>	<u>(2,780)</u>	<u>137,591</u>
Total funds	<u>132,841</u>	<u>302,663</u>	<u>(288,587)</u>	<u>-</u>	<u>146,917</u>

Deaf Women Matter! Skills for Life project – The National Community Lottery Fund

The funding was to deliver workshops, events and classes in person and online.

DEAF-INITELY WOMEN

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED JANUARY 31st 2022

Derbyshire Police and Crime Commissioner (1)

Workshops on keeping safe. Workshops on abuse and keeping safe online were delivered.

Deaf women's Digi-Hub – A website on different types of abuse – Comic Relief

We created a digi-hub for deaf women with 10 web pages and 59 BSL glossary definitions relating to abuse. We have used the underspend as agreed with Comic Relief to establish a smart training room. This project has now ended.

Awards for All

A research project that looks at the needs of deaf women experienced abuse in relation to accessing specialist services.

Arts Council

This project has provided Arts-based workshops on painting, photography and creative writing online to deaf women.

Tampon Tax

This has funded 5 workshops dealing with emotional and life resilient issues

Sport England

A three-year project for deaf women to play football on a regular basis. This concluded earlier as it was not meeting targets due to the pandemic.

Derbyshire Police and Crime Commissioner – Deaf Abuse Free

DEaf Abuse Free project- provided 1-2-1 support for deaf women experiencing abuse to access mainstream abuse services educated deaf women on the Freedom programme.

Voluntary Sector Approved Mental Health Provider

Funding supported deaf women with mental health needs delivering four workshops around mental health.

Derbyshire Foundation – Philip Pearse family fund

This funder helped to increase the Sexual and Reproductive health worker's hours to work with deaf women on health issues.

DEAF-INITELY WOMEN

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED JANUARY 31st 2022

Versus Arthritis

This funding helped us to put on three Yoga and three Keep Fit sessions during the year. This project will end on 31.3.2022.

Derbyshire Integrated Sexual Health services

Working with DISHS to put on:

- Six workshops on sexual and reproductive issues,
- Developed a leaflet,
- Advised how the Sexual Health Matters website can be further improved, and
- Created two videos.

Office for Police and Crime Commissioners

DEaf Abuse Free project:- provided 1-2-1 support for deaf women experiencing abuse to access mainstream abuse services, educated deaf women on the Freedom programme and trained the worker to be an Independent Domestic Violence Advocate and Independent Sexual Violence Advocate.

The National Lottery Community Fund (2)

This pays for Deaf Women taking action for themselves project to deliver 12 workshops, deliver 4 employability courses, recruit and train six volunteers a year.

ROSA – Deaf Women Thrive project

With funding from ROSA, we have recruited a Social Connector Coordinator, who will recruit up to 18 deaf women to train them as social connectors. The social connectors will support and train up to 180 deaf women to become digitally connected as well as reintegrated within the communities. This project will end on 31.3.2023.

Amber Valley CVS

This will fund activities for deaf women living in Amber Valley to be connected with each other.

Skills for Care

The funding is to deliver 12 workshops for deaf, deafblind and hard of hearing Direct Payment users and employers and their Personal Assistants.

DEAF-INITELY WOMEN

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED JANUARY 31st 2022

Derbyshire Police and Crime Commissioner (2)

This will provide 1-2-1 support and casework service for 60 deaf women requiring home security products, deliver 3 workshops, educates 30 deaf women on how to make their homes secure from crime and fire and will create a Home Security leaflet and an accompanying video in British Sign Language, captions and voiceover.

12. Analysis of net assets

	Tangible fixed assets	Other net assets	Total
	£	£	£
Unrestricted funds			
General Funds	-	9,326	9,326
Designated Funds	-	-	-
Restricted funds			
The National Lottery Community Fund	-	9,689	9,689
Comic Relief	-	3,403	3,403
Derbyshire Police and Crime Commission (Deaf Abuse free)	-	12,108	12,108
Voluntary Sector Approved Mental Health Providers	-	4,752	4,752
Foundation Derbyshire	-	2,000	2,000
Derbyshire Police and Crime Commission	-	7,876	7,876
Skills 4 Care	-	26,376	26,376
Versus Arthritis	-	3,023	3,023
Derbyshire Community Health Service	-	10,382	10,382
Office for Police and Crime Commissioners	-	10,488	10,488
The National Lottery Community Fund (2)	-	27,982	27,982
ROSA	-	18,242	18,242
Amber Valley CVS	-	1,270	1,270
	<u>-</u>	<u>137,591</u>	<u>137,591</u>

13. Related party transactions

The group had no related party transactions that required disclosure

DEAF-INITELY WOMEN

England & Wales - Charity number 1185431

Accounts



Annual Report

1.9.2019 – 31.8.2020

Improving deaf women's lives



Contents	Page
Chair’s report.....	3
Managing Director’s report.....	4
Projects.....	5
Staffing.....	8
Finance for the period from 1.2.2019 – 31.1.2020.....	10
Management Committee members.....	11



Chair's Report

Welcome to our first annual report since we became a Charitable Incorporated Organisation in September 2019. This year has posed to be the most challenging year for charities across the UK. We are very fortunate to be able to continue to provide services throughout the lockdown.

I am impressed with the work that all staff have done and continue to achieve. They are very much willing to learn and try new things. Constantly exploring how all deaf women can be supported in their roles as sisters, mothers, grandmothers, carers, friends and as colleagues. We listen to them and their struggles for acceptance and validity in society. Like our first project Deaf Women Matter - we do, indeed, matter, like Black Lives Matter too. We contribute a lot to society but sadly this does not always get recognised.

I would like to thank all deaf women who took part in our activities and helped us out. Also, thanks to all management committee members for their hard work, commitment and unwavering support. I would also like to thank all staff for their support in striving to achieve outcomes and outputs for our peers.

Sarah Tupling

Chair of Deaf-initely Women's Management Committee



Managing Director's report

We have certainly improved deaf women's lives.

The last 12 months has been a challenge for us all at Deaf-initely Women. We have seen the demand for our services increase as well as an increase in funding which resulted in the recruitment of three more staff members joining Janet Mellor, Suzanne Sims and myself: Rachel Shaw, Molly O'Brien and Agnieszka Latif. Agnieszka works on a project that will support deaf women needing information on where to get support in dealing with abuse. Rachel was recruited as Office Manager and Molly as a Researcher/Evaluator. Please refer to their case studies highlighted on the Staffing page

The organisation has increased a number of project income streams. While the National Community Lottery Fund continued to fund us in Year 2 and Year 3, we welcomed new financial assistance from Awards for All, Arts Council, Comic Relief (in partnership with The Cloth Workers Foundation and Esmee Fairbairn Foundation), Derbyshire Police and Crime Commissioner (large and small grants) and Tampon Tax. We are very grateful for their financial assistance and support.

This year, like many other charities, we have experienced unprecedented change as most goods and services were locked down due to Coronavirus. In March, we all moved to working remotely. Fortunately, we were lucky in being able to work remotely from home. We are returning to our office from September 2020. We had to cancel all face to face workshops and events and rearranged for some of these to be delivered online.

The staff have been incredible as they rose to the challenge of learning to provide services in a digital way. It has been an uncertain time for us all, but we and the peers we serve are increasingly confident in using video conferencing.

We were thrilled to learn that we had been shortlisted for two East Midlands Charity awards: Small Charity of the Year award and Digital Social Network media award. We put on our best frocks and attended the awards online. It was a great experience.

I would like to thank all the staff and our communication support workers in enabling us to continue to deliver services and achieving all projects' targets during the lockdown.

Teresa Waldron

Managing Director



Projects

Awards for All

DAISie project

We were funded from 1.3.2019 – 31.3.2020. This project carried out qualitative and quantitative research into the needs of deaf women who have experienced abuse. This has led to secure new funding from Derbyshire Police and Crime Commissioner.

Arts Council

Deaf Women's Art goes online! project

This project shook the ground that we worked on! The Covid-19 lockdown forced Deaf-initely Women to look at delivering Arts (take out this s)-based workshops online. This has proven to be so popular that we are planning to apply for new funding. From May this year until 31.10.2020, we are still learning from delivering art workshops online.

Comic Relief (in partnership with The Cloth Workers Foundation and Esmee Fairbairn Foundation)

Deaf Women's Digi-Hub project

With funding, Deaf-initely Women

Derbyshire Police and Crime Commissioner (large grant)

Deaf Abuse Free project

We are fortunate that DPCC has been accommodating to support us financially to fund Deaf Abuse Free project. The funding was delayed by five months due to Coronavirus. In June, we advertised for a Personal Navigational Support Worker and Deborah Lush was appointed. She is due to start on 1.9.2020. The aim of the project is to educate deaf women about different types of abuse and to support them to access abuse services. The worker will be working with a range of agencies to ensure that deaf women can access support.

Derbyshire Police and Crime Commissioner (small grant)

Keeping Safe project

This successful 12-month project ended in March 2020 where we worked in partnership with Derbyshire Police in delivering workshops on keeping safe including keeping safe online.

Tampon Tax

Deaf Women Empowered!

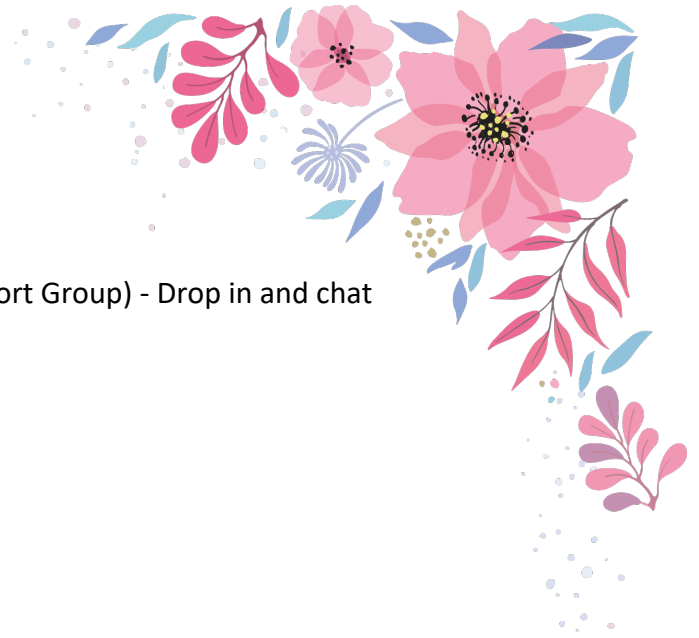
This project pays for 3-4 workshops to empower deaf women through sharing of knowledge and skills. Understanding Menopause was the first workshop that was well attended. The following workshops will be on Good Eye and Skin care and Happiness later this year.

The National Community Lottery Fund

Deaf Women Matter! – Skills for Life project

The first two years of this project were fully evaluated by Molly O'Brien during March – June 2020. The project was stalled in March – May 2020 due to the lockdown and understanding how best to use video conferencing – Zoom. We had to cancel all face to face workshops that were being planned throughout 2020. Some of these workshops are going ahead due to the suitability and feasibility of teaching and sharing online with full communication support workers. In addition, we are currently exploring the cost of editing: video clips via smartphone and zoom workshops that have been recorded and assess the best way forward. From **1.9.2019 – 31.8.2020, we have delivered 24 face to face workshops on:**

- Kelly Moody – Make Up Artist with Derby SignFest
- Body Image – with Derby SignFest
- Keeping Safe Online
- Crafty Yarn – Crochet
- Crafty Yarn – Macrame
- Xmas Cards Craft
- Deaf-initely Women's Football x 7
- Making Christmas Bath bombs
- Making a Gingerbread house
- Digital 1-2-4 group with coffee morning x 3
- Scriptwriting
- Live Life better – Weight Management
- Lipreading – hard of hearing
- Yoga with Kavita
- Free Legal Advice Day
- Afternoon Coffee Website Consultation



Delivered online workshops on:

- Focus on video events Q&A
- DWCSG (Deaf-initely Women Community Support Group) - Drop in and chat
- DWCSG – Fitness & Wellness
- DWCSG – Crafts & Artwork
- DWCSG – Food & Home tips
- DWCSG – Mother Support Group
- DWCSG – Support our mind
- DWCSG – Deafblind Group x 2
- Cooking with less sugar
- Understanding menopause
- Photography with Teresa Garratty
- Abstract Art with Rubbena Aurangzeb-Tariq
- Watercolours with Shauna Flannigan
- Blogging for social networking media with Sahera Khan

Produced two videos on:

- Learn how to knit
 - Learn how to knit: Dishcloth Project
- Cooking with less sugar

Produced 12 vlogs:

- Deaf-initely Women's Welcome Video
- Deaf-initely Women's Star Volunteer – Agnieszka Latif
- Deaf-initely Women's Coffee & Homemake Cake/Digital Support
- Teresa with Free legal and advice for deaf and hard of hearing people
- Agnieszka with Free legal and advice for deaf and hard of hearing people
- Rachel with Deaf-initely Women's Focus on Video events
- Coming soon – Free online live events
- Deaf-initely Women's: Mini video on Cooking with less sugar with Yvonne Cobb
- Deaf-initely Women's: Mini video on Deaf Women Art goes Online - Art Council
- Deaf-initely Women's Mini video on Photography with Teresa Garratty
- Abstract Art, 3 places left by Rubbena
- Blogging social Media by Sahera Khan

The project now has a full programme from September 2020 onwards.



Staff

Teresa Waldron	Managing Director
Rachel Shaw	Office Manager
Agnieszka Latif	Deaf Women's Digi-hub project worker
Janet Mellor	Training and Skills Co-ordinator
Molly O'Brien	Researcher and Evaluator
Suzanne Sims	Office and Volunteers Administrator

Case study from Molly O'Brien - *Copy text from evaluation report.*

Rachel Shaw's case study

Rachel, who is deaf, was looking for another job, as she was working as a teaching assistant for deaf children but her working hours were being reduced. She contacted Deaf-initely Women and began volunteering, mostly assisting with office-based work and she helped to organise a BSL teaching course. Whilst regularly volunteering in the office, Rachel was able to use her graphic design skills and experience to create advertising posters. In her volunteering work Rachel enjoyed being able to meet other deaf women in an office and being able to communicate well:

"I enjoyed it even more so because everyone can communicate better than at my previous job."

With the agreed use of the underspend from year 1 (due to the project starting 4 months later than planned), Deaf-initely Women advertised for the post of 'Office Manager' in 2019, to assist with the growing demand for services. Rachel was successful in applying for the job of 'Office Manager (Communication, Marketing and IT Support)' at Deaf-initely Women. She describes how much she "loves the role, loves taking responsibility". Having responsibility and being part of and included in a team and being respected is important to Rachel. She describes how her confidence has increased:

"I have definitely gained confidence, loads of confidence. I would never answer the telephone for the best part of 30 years. I had a cochlear implant 4 years ago and I now attempt to do so."

Rachel is clearly proud of her achievements, is more confident and has more belief in her capabilities since starting volunteering and then gaining employment with Deaf-initely Women. She would like more deaf women to be able to benefit from the charity's work, for deaf women to be able to gain confidence, learn new skills and socialise.

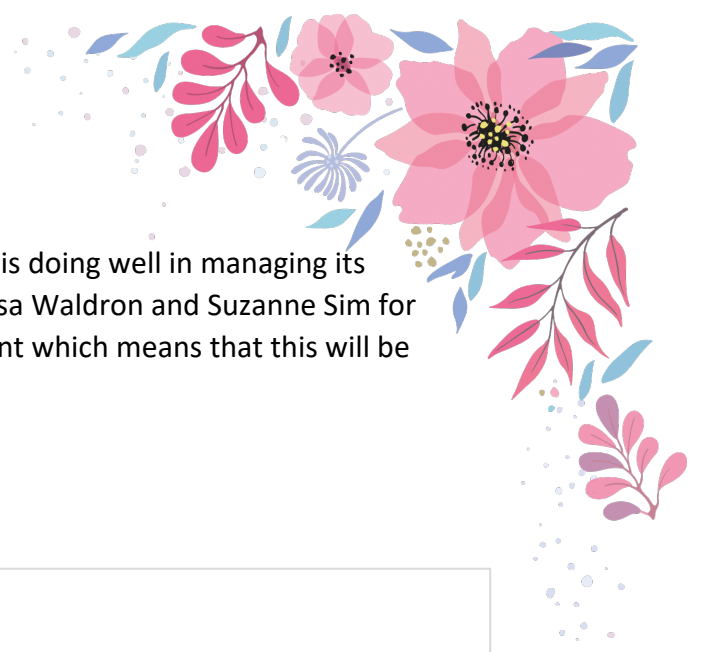
Molly O'Brien's case study

Molly was employed as a 'Researcher and Evaluator' in the second year of the project. She volunteered with Deaf-initely Women prior to gaining employment, assisting with various project research work and office-based tasks. She has a First Class degree in Sociology and a Masters degree in Research Methods Sociology, but she has struggled to gain paid employment for three years, despite many job interviews.

"As a deafblind person, it is incredibly difficult for me to gain work experience opportunities due to many access barriers and lack of support. Deaf-initely Women provided me with supported (communication and travel assistance) opportunities to use and develop my skills initially through volunteering and then through paid employment."

Agnieszka Latif's case study

First time I have heard about Deaf-initely Women was when they organised the launch event in Derby. My first thought was about what I had, it would be nice to meet other deaf/hard of hearing women and learn a lot about deaf British community as I am a Polish immigrant. Till this event, I was focused on my jobs and occasionally met new people from my environment. During this event I just knew I wanted to support other deaf/hard of hearing/deafblind women and I am now working for Deaf-initely Women as a project worker. After this event I joined Deaf-initely Women as Committee member and volunteer. While volunteering I have helped the team with paperwork and IT issues like BSL translations, videos editing, recording a make-up event during Derby Deaf Festival. The job at Deaf-initely Women is my first office job since I have moved out of Poland. I am enjoying my job very much because I have the opportunity to meet women with varieties of hearing loss and communication, and to gain new skills/improve my previous/current skills. Also, I am enjoying learning how British charity/non-profit organisations work. I used to work for a Polish non-profit organisation as HR specialist – I was hired at an employment agency where staff helped disabled people with searching for jobs and supporting them during their work. Also, I was the president of a deaf Polish sports club for 4 years. Thanks for these experiences I have had a chance to make reflections on the differences between British and Polish NPO and thinking how to improve services, other staff work and my work as well and help to develop potential projects.

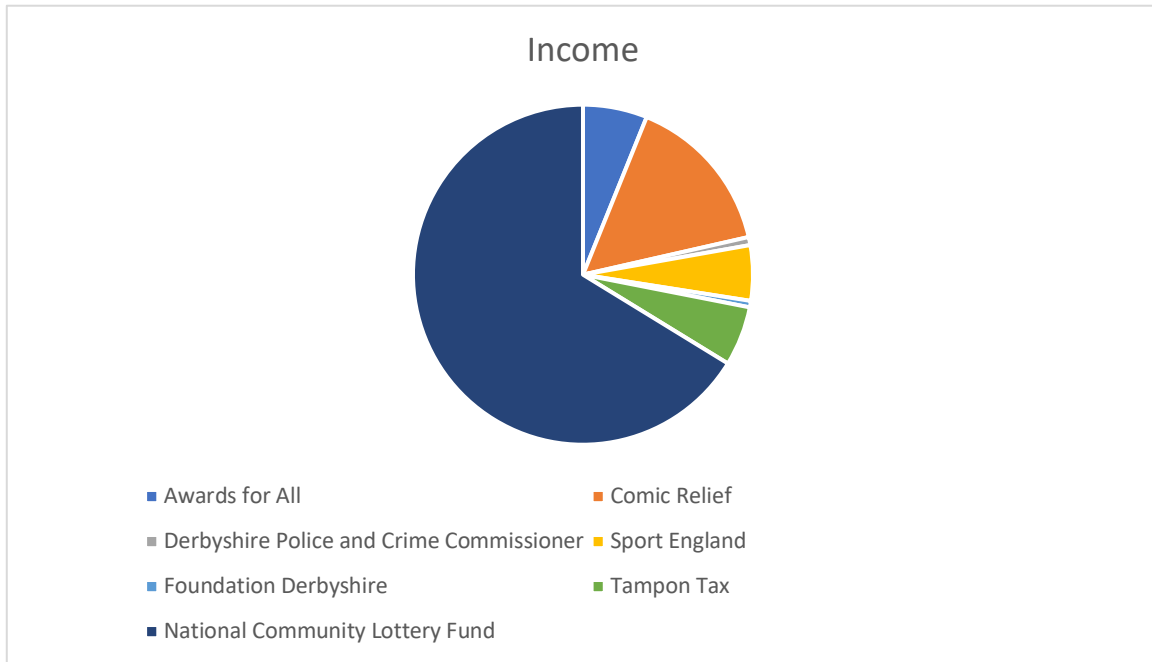


Finance

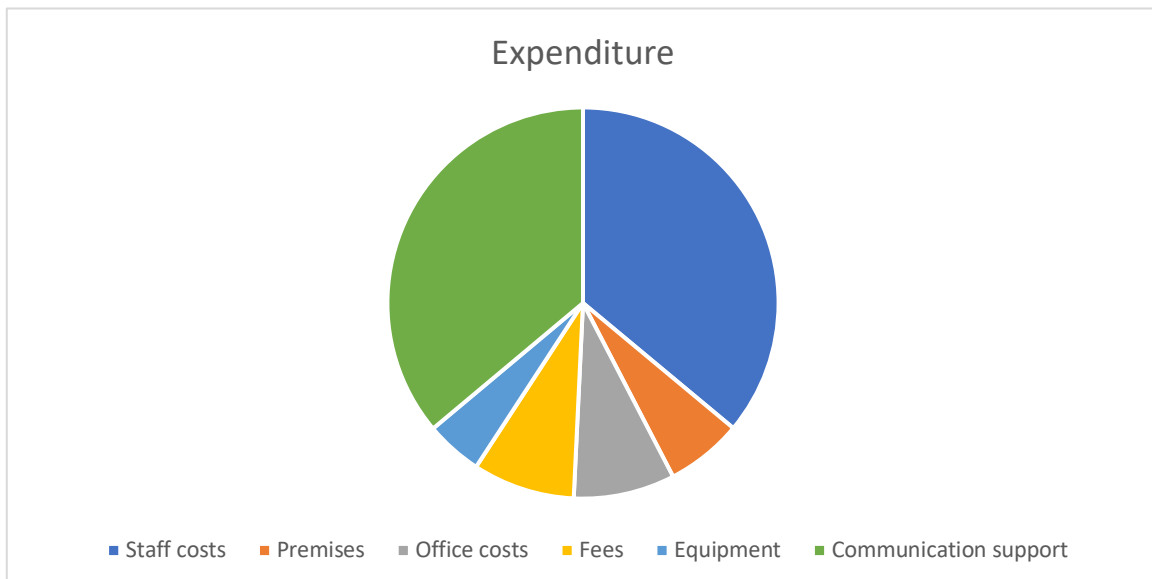
We are pleased to report that Deaf-initely Women is doing well in managing its funds. We would like to give special thanks to Teresa Waldron and Suzanne Sim for their careful handling of funds. We have underspent which means that this will be carried forward to the next financial year.

Jayne Cubitt & Susan Mitchell, Co-Treasurers

Income



Expenditure



Management Committee

Ingrid Abercrombie **Co-Secretary**

Barbara Barker

Tracie Bonnici **Co-Secretary**

Jayne Cubitt **Co-Treasurer**

Niki Johnson

Christine Jones

Sue Mitchell **Co-Treasurer**

Corvette Silo

Diane Stratulis

Sarah Tupling **Chair**



Funders'



DEAF-INITELY WOMEN

FINANCIAL STATEMENTS

FOR

31 JANUARY 2021

Charity Registration Number 1185431

DEAF-INITELY WOMEN

FINANCIAL STATEMENTS

YEAR ENDED 31 JANUARY 2021

Contents	Page
Members of the board and professional adviser	1
Committee' annual report	2-4
Independent examiners report	5
Statement of financial activities	6
Balance Sheet	7
Notes to the financial statements	8-15

DEAF-INITELY WOMEN

REFERENCE AND ADMINISTRATIVE DETAILS

The Management Committee

Sarah Tupling Chair
Susan Mitchell (Resigned 14th October 2020)
Ingrid Abercrombie Co-Secretary
Tracie Bonnici Co-Secretary
Jayne Cubitt
Barbara Barker
Niki Johnson
Diane Stratulis
Christine Jones
Corvette Silo (Appointed March 2020)

Chief Executive Officer

Teresa Waldron

Registered office

Room 57
Strutts Community Centre
Derby Road
Belper
DE56 1UU

Independent Examiner

Mark Newey
Derby Community Accountancy Service
Babington Lodge
128 Green Lane
Derby
DE1 1RY

DEAF-INITELY WOMEN

FINANCIAL STATEMENTS

TRUSTEES' ANNUAL REPORT

YEAR ENDED 31 JANUARY 2021

The committee have pleasure in presenting their report and the unaudited financial statements of the group for the year ended 31 January 2021.

OBJECTIVES AND ACTIVITIES

The aims of the group shall be to:

1. Provide a platform for deaf women in Derby and Derbyshire and neighbouring counties and to highlight issues, which specifically affect deaf women
2. Encourage/empower deaf women to get involved in their communities to make a difference
3. Enable deaf women to access information about services pertinent to them with full communication support.
4. Enhance the lives of deaf women, through education, information, and training but within their context e.g. be mindful of their faith/culture requirements
5. Provide learning opportunities for all deaf women and their families/supporters.

SUMMARY OF THE MAIN ACTIVITIES UNDERTAKEN FOR THE PUBLIC BENEFIT IN RELATION TO THESE OBJECTS

Deaf-initely Women is open to all deaf women irrespective of race, or other personal circumstance

Review of the Year's developments activities and achievements

Deaf-initely Women have been managing nine projects with the support of ten Management Committee members and seven staff members.

1.Deaf Women Matter! Skills for Life project – National Community Lottery Fund

We have reached the end of the third year of the project's life. We now deliver workshops, events and classes in-person and online. These has proven to be in great demand. This project ends on 31.8.2021.

2.Deaf women Digital Hub – website on different types of abuse – Comic Relief

Creating a digi hub for deaf women is still very much work in progress. This requires considerable research in exploring deaf women's digi-needs when accessing information online. This project has been extended from 31.10.2020 to 31.3.2021

DEAF-INITELY WOMEN

FINANCIAL STATEMENTS

TRUSTEES' ANNUAL REPORT

YEAR ENDED 31 JANUARY 2021

3. Tampon Tax

Deaf Women Empowered! This has funded 4 emotional and life resilient based workshops online throughout 2020. The project ends on 31.12.2021.

4. Awards for All

Daisie was a research-based project that looked at the needs of deaf women experienced or experiencing abuse in relation to accessing specialist services. This project ended 31.3.2020.

5. Sport England

A three-year project for deaf women to play football on a regular basis. This project ends on 31.10.2022.

6. Derbyshire Police and Crime Commissioner – small grants

Keeping Safe project ended on 31.3.2020 – workshops on keeping safe. We ran two workshops on abuse and keeping safe online which were well received.

7. Derbyshire Police and Crime Commissioner – large grants

DEaf Abuse Free project started on 1.9.2020 to:

- provide 1-2-1 support for deaf women experiencing abuse to access mainstream abuse services.
- educate deaf women on the Freedom programme.

This projects ends on 31.8.2021.

8. Approved Mental Health Provider

Funding supports deaf women with mental health needs. The funding will be used to support upto 4 workshops around mental health. The funding ends on 31.12.2021.

9. Arts Council

Deaf Women's Art goes online!

This project has provided Arts-based workshops on painting, photography and creative writing online to deaf women. The workshops have been delivered by deaf artists. This project started on 1.5.2020 and ended on 31.10.2020.

DEAF-INITELY WOMEN

FINANCIAL STATEMENTS

TRUSTEES' ANNUAL REPORT

YEAR ENDED 31 JANUARY 2021

STRUCTURE, GOVERNANCE AND MANAGEMENT

Reserves

As at 31 January 2021 the charity held total funds of £132,841, of which £1,136 are unrestricted.

Governing document

Deaf-Initely Women became a registered CIO on 23rd September 2019.

Induction and training of committee

The group undertakes, when the need arises, a skills audit to determine the requirements of the trustee body. If a skill shortage is identified, approaches are made to specific people identified as having these skills

Risk management policy

The committee examine the major risks that the group faces each financial year when preparing and updating the strategic plan. The group has developed systems to monitor and control these risks to mitigate any impact that they may have on the group in the future.

Independent Examiner

Mark Newey of Derby Community Accountancy Service and will be in office as independent examiner for the ensuing year.

Registered office:
Srutts Centre
Derby Road
Belper
DE56 1UU

Signed on behalf of the committee

Approved by the committee on

Sarah Tupling
Chair

DEAF-INITELY WOMEN

INDEPENDENT EXAMINERS' REPORT TO THE TRUSTEES OF DEAF-INITELY WOMEN

I report on the accounts of the group for the year ended 31 January 2021 which are set out on pages 6 to 15.

Respective responsibilities of committee and examiner

The committee are responsible for the preparation of the accounts. The committee consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

Having satisfied myself that the group is not subject to an audit under group law and is eligible for independent examination, it is my responsibility to:

- examine the accounts under section 145 of the 2011 Act;
- follow the procedures laid down in the general Directions given by the Group Commission (under section 145(5)(b) of the 2011 Act, as amended); and state whether particular matters have come to my attention.

Basis of independent examiner's statement

My examination was carried out in accordance with general Directions given by the Group Commission. An examination includes a review of the accounting records kept by the group and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as committee concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a "true and fair view" and the report is limited to those matters set out in the statement below.

Independent examiner's statement

In connection with my examination, no matter has come to my attention:

1 Which gives me reasonable cause to believe that, in any material respect, the requirements

- to keep accounting records in accordance with section 130 of the Act; and

to prepare accounts which accord with the accounting records, comply with the accounting requirements of the Act; or

2 to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Name: Mark Newey

Date

Address: Derby Community Accountancy Service
Babington Lodge
128 Green Lane
Derby

DEAF-INITELY WOMEN

STATEMENT OF FINANCIAL ACTIVITY

YEAR ENDED 31st JANUARY 2021

		Unrestricted Funds £	Restricted Funds £	Total Funds Year to 31 Jan 2021 £	Total Funds Year to 31 Jan 2020 £
	Note				
Income from:					
Donations	3	-	-	-	50
Charitable activities	4	-	187,553	187,553	163,059
Other income	5	68,504	15	68,519	44,622
Investment income	6	-	-	-	-
Total incoming resources		<u>68,504</u>	<u>187,568</u>	<u>256,072</u>	<u>207,731</u>
 <u>Expenditure on:</u>					
Raising funds		-	-	-	-
Charitable activities		69,852	162,622	232,474	155,747
Total resources expended	7	<u>69,852</u>	<u>162,622</u>	<u>232,474</u>	<u>155,747</u>
Net incoming/(outgoing) resources before transfers		(1,348)	24,946	23,598	51,984
Transfer between funds		-	-	-	-
Net incoming/(outgoing) resources for the year		(1,348)	24,946	23,598	51,984
Balances brought forward		2,484	106,759	109,243	57,259
Balances carried forward		<u>1,136</u>	<u>131,705</u>	<u>132,841</u>	<u>109,243</u>

The group has no recognised gains or losses other than the results for the year as set out above.

All of the activities of the group are classed as continuing.

The notes on pages 8 to 15 form part of these financial statements.

DEAF-INITELY WOMEN

BALANCE SHEET

31 JANUARY 2021

	Note	2021	2020
		£	£
Fixed assets			
Tangible assets		-	-
Current assets			
Cash at bank and in hand		139,037	111,411
Debtors	10	-	-
		<u>139,037</u>	<u>111,411</u>
Creditors: amounts falling due within one year	11	<u>6,196</u>	<u>2,168</u>
Net current assets		132,841	109,243
Total assets less current liabilities		<u>132,841</u>	<u>109,243</u>
Net assets/(liabilities)		<u>132,841</u>	<u>109,243</u>
Funds			
Restricted Funds	12	131,705	106,759
General Funds	12	1,136	2,484
Designated Funds	12	-	-
TOTAL FUNDS		<u>132,841</u>	<u>109,243</u>

The financial statements were approved by the members of the committee on the and signed on their behalf by:

Sarah Tupling
Chair

The notes on pages 8 to 15 form part of these financial statements.

DEAF-INITELY WOMEN

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED JANUARY 31st 2021

1. Accounting policies

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

Group information

Deaf-Initely Women's registered office is Room 57, Strutts Community Centre, Derby Road, Belper, DE56 1UU. At the end of the year there were 10 Committee members.

1.1 Accounting convention

These accounts have been prepared in accordance with FRS 102, "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102"), "Accounting and Reporting by Charities" the Statement of Recommended Practice for charities applying FRS 102, the Companies Act 2006 and UK Generally Accepted Accounting Practice as it applies from 1 January 2015. The group is a Public Benefit Entity as defined by FRS 102.

The accounts are prepared in Sterling which is the functional currency of the group. Monetary amounts in these financial statements to the nearest £.

The accounts have been prepared on historical cost convention apart from freehold property that is carried at market value. The principal accounting policies adopted are set out below.

These are accounts for the year ended 31 January 2021 are prepared in accordance with FRS 102, The Financial Reporting Standard applicable in the UK and Republic of Ireland. The date of transition to FRS 102 was 1 April 2015. The impact on the reported financial position and financial performance for the previous year are not affected by the transition to FRS 102.

1.2 Going concern

At the time of approving the accounts, the committee have a reasonable expectation that the group has adequate resources to continue in operational existence for the foreseeable future. Thus the Committee continue to adopt the going concern basis of accounting in preparing the accounts.

1.3 Charitable Funds

Unrestricted funds are available for use at the discretion of the committee in furtherance of the general objectives of the group.

Designated funds are unrestricted funds earmarked by the committee for particular purposes.

Restricted funds are subjected to restrictions on their expenditure imposed by the donor or through the terms of an appeal.

1.4 Incoming resources

All incoming resources are included in the SOFA when the group is legally entitled to the income and the amount can be quantified with reasonable accuracy. Gifts in kind have been included at market value of gifts received and in assets acquired. No amounts are included in the financial statements for services donated by volunteers.

DEAF-INITELY WOMEN

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED JANUARY 31st 2021

1.5 Resources expended

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs relating to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with use of the resources. Fund-raising costs are those incurred in seeking voluntary contributions and do not include the costs of disseminating information in the support of the charitable activities.

1.6 Debtors

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

1.7 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.8 Creditors and provisions

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

1.9 Financial instruments

The group has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

Derecognition of financial liabilities

Financial liabilities are derecognised when the group's contractual obligations expire or are discharged or cancelled.

1.10 Employee benefits

The cost of any unused holiday entitlement is recognised in the year in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the group is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.11 Taxation

The group is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

DEAF-INITELY WOMEN

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED JANUARY 31st 2021

1.12 Depreciation

Individual fixed assets costing £1,000 or more are capitalised at cost and are depreciated over their estimated useful economic lives on a straight line basis as follows:-

Asset category	Annual rate
Equipment	20%

2 Critical accounting estimates and judgements

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

3. Voluntary income

	Unrestricted Funds £	Restricted Funds £	Year to 31Jan 2021 £	Year to 31Jan 2020 £
Donations	-	-	-	50
	<u>-</u>	<u>-</u>	<u>-</u>	<u>50</u>

4. Grants receivable

	Unrestricted Funds £	Restricted Funds £	Year to 31Jan 2021 £	Year to 31 Jan 2020 £
The National Lottery Community Fund	-	115,222	115,222	108,005
The National Lottery Community Fund (Awards For All)	-	-	-	9,973
Derbyshire Police and Crime Commission	-	13,750	13,750	1,250
Comic Relief	-	20,000	20,000	25,000
Sport England	-	-	-	8,581
Foundation Derbyshire	-	-	-	1,000
Community Foundation Tampon Tax	-	-	-	9,250
Arts Council	-	33,829	33,829	-
Voluntary Sector Approved Mental Health Providers	-	4,752	4,752	-
	<u>-</u>	<u>187,553</u>	<u>187,553</u>	<u>163,059</u>

DEAF-INITELY WOMEN

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED JANUARY 31st 2021

5 Sundry Income

	Year to 31 Jan 2021 £	Year to 31 Jan 2020 £
Fundraising	225	100
Refunds	1,320	-
Access to Work	66,529	44,522
Other	445	-
	68,519	44,622

6 Interest receivable

	Year to 31 Jan 2021 £	Year to 31 Jan 2020 £
Bank interest	-	-
	-	-

7. Total resources expended

	Total Funds Year to 31 Jan 2021 £	Total Funds Year to 31 Jan 2020 £
Staff costs	90,988	56,320
Travel costs	1,153	4,413
Office costs	4,052	6,327
Fees	11,292	9,955
Equipment & furnishings	17,322	7,352
Rent	7,529	8,029
Utilities	807	1,367
Insurance	1,003	598
Activity costs	263	1,004
Communications support	90,120	56,391
Training	2,420	747
Promotion costs	5,525	3,244
	232,474	155,747

DEAF-INITELY WOMEN

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED JANUARY 31st 2021

Expenditure on charitable activities was £232,474 (2020: £155,747) of which £162,622 was restricted (2020 £113,414)

8. Net (expenditure)/income

	Year to 31 Jan 2021 £	Year to 31 Jan 2020 £
Independent examiner's Fees	<u>720</u>	<u>420</u>

9. Committee and key management personnel

During the year committee did not receive remuneration for their roles as committee members

The key management personnel of the group consist of the committee, the Chief Executive Officer and other members of the senior management team.

The aggregate payroll costs were:

	Year to 31 Jan 2021 £	Year to 31 Jan 2020 £
Wages and salaries	85,074	52,694
National Insurance	-	-
Pension	5,914	3,626
	<u>90,988</u>	<u>56,320</u>

No employee earned more than £60,000 per annum. No committee were reimbursed for expenditure.

Particulars of employees:

The average number of staff employed by the group during the financial year amounted to:

	Year to 31 Jan 2021 No	1 Apr 2018 To Jan 2020 No
Direct Charitable Staff	6	5
Administration	1	1
	<u>7</u>	<u>6</u>

DEAF-INITELY WOMEN

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED JANUARY 31st 2021

10. Debtors:

	2021	2020
	£	£
Bank interest	-	-
	<u>-</u>	<u>-</u>
	<u>-</u>	<u>-</u>

11. Creditors:

	2021	2020
	£	£
Trade creditors	6,196	2,168
	<u>6,196</u>	<u>2,168</u>
	<u>6,196</u>	<u>2,168</u>

12. Statement of funds

	At 1 Feb				At 31Jan
	2020	Incoming	Outgoing	Transfers	2021
	£	£	£	£	£
General reserve	2,484	68,504	(69,852)	-	1,136
Designated Funds	-	-	-	-	-
Total unrestricted funds	<u>2,484</u>	<u>68,504</u>	<u>(69,852)</u>	-	<u>1,136</u>
Restricted Funds					
The National Lottery Community Fund	63,160	115,237	(87,576)	-	90,821
Awards for All	4,577	-	(2,988)	-	1,589
Arts Council	-	33,829	(32,240)	-	1,589
Derbyshire Police and Crime Commission	(391)	1,250	(210)	-	649
Comic Relief	20,943	20,000	(24,560)	-	16,383
Sport England	8,220	-	(105)	-	8,115
Foundation Derbyshire	1,000	-	(1,000)	-	-
Community Foundation Tampon Tax	9,250	-	(7,142)	-	2,108
Derbyshire Police and Crime Commission (Deaf Abuse Free)	-	12,500	(6,801)	-	5,699
Voluntary Sector Approved Mental Health Providers	-	4,752	-	-	4,752
Total restricted funds	<u>106,759</u>	<u>187,568</u>	<u>(162,622)</u>	-	<u>131,705</u>
Total funds	<u>109,243</u>	<u>256,072</u>	<u>(232,474)</u>	-	<u>132,841</u>

DEAF-INITELY WOMEN

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED JANUARY 31st 2021

Restricted Funds

Deaf Women Matter! Skills for Life project – National Community Lottery Fund

The fund was spent on delivery costs of workshops, events and classes.

Awards for All

A research project that looks at the needs of deaf women experienced abuse in relation to accessing specialist services.

Arts Council

This project has provided Arts-based workshops on painting, photography and creative writing online to deaf women.

Derbyshire Police and Crime Commissioner

Workshops on keeping safe. Workshops on abuse and keeping safe online were delivered.

Deaf women Digital Hub – Comic Relief

The fund was spent on creating a digi hub for deaf women.

Sport England

A three year project for deaf women to play football on a regular basis.

Foundation Derbyshire

The money was spent on a fire alarm

Tampon Tax

This will fund 3-4 emotional and life resilient based workshops throughout 2020.

Derbyshire Police and Crime Commission (Deaf Abuse Free)

This will provide 1-2-1 support for deaf women experiencing abuse to access mainstream abuse services and educate deaf women on the Freedom programme.

Voluntary Sector Approved Mental Health Providers

Funding supports deaf women with mental health needs. The funding will be used to support up to 4 workshops around mental health.

DEAF-INITELY WOMEN

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED JANUARY 31st 2021

12. Analysis of net assets

	Tangible fixed assets	Other net assets	Total
	£	£	£
Unrestricted funds			
General Funds	-	1,136	1,136
Designated Funds	-	-	-
Restricted funds			
The National Lottery Community Fund	-	90,821	90,821
Awards for All	-	1,589	1,589
Arts Council	-	1,589	1,589
Derbyshire Police and Crime Commission	-	649	649
Comic Relief	-	16,383	16,383
Sport England	-	8,115	8,115
Community Foundation Tampon Tax	-	2,108	2,108
Derbyshire Police and Crime Commission	-	5,699	5,699
Voluntary Sector Approved Mental Health Providers	-	4,752	4,752
	-	<u>131,705</u>	<u>131,705</u>

13. Related party transactions

The group had no related party transactions that required disclosure

DEAF-INITELY WOMEN

FINANCIAL STATEMENTS

FOR

31 JANUARY 2021

Charity Registration Number 1185431

DEAF-INITELY WOMEN

FINANCIAL STATEMENTS

YEAR ENDED 31 JANUARY 2021

Contents	Page
Members of the board and professional adviser	1
Committee' annual report	2-4
Independent examiners report	5
Statement of financial activities	6
Balance Sheet	7
Notes to the financial statements	8-15

DEAF-INITELY WOMEN

REFERENCE AND ADMINISTRATIVE DETAILS

The Management Committee

Sarah Tupling Chair
Susan Mitchell (Resigned 14th October 2020)
Ingrid Abercrombie Co-Secretary
Tracie Bonnici Co-Secretary
Jayne Cubitt
Barbara Barker
Niki Johnson
Diane Stratulis
Christine Jones
Corvette Silo (Appointed March 2020)

Chief Executive Officer

Teresa Waldron

Registered office

Room 57
Strutts Community Centre
Derby Road
Belper
DE56 1UU

Independent Examiner

Mark Newey
Derby Community Accountancy Service
Babington Lodge
128 Green Lane
Derby
DE1 1RY

DEAF-INITELY WOMEN

FINANCIAL STATEMENTS

TRUSTEES' ANNUAL REPORT

YEAR ENDED 31 JANUARY 2021

The committee have pleasure in presenting their report and the unaudited financial statements of the group for the year ended 31 January 2021.

OBJECTIVES AND ACTIVITIES

The aims of the group shall be to:

1. Provide a platform for deaf women in Derby and Derbyshire and neighbouring counties and to highlight issues, which specifically affect deaf women
2. Encourage/empower deaf women to get involved in their communities to make a difference
3. Enable deaf women to access information about services pertinent to them with full communication support.
4. Enhance the lives of deaf women, through education, information, and training but within their context e.g. be mindful of their faith/culture requirements
5. Provide learning opportunities for all deaf women and their families/supporters.

SUMMARY OF THE MAIN ACTIVITIES UNDERTAKEN FOR THE PUBLIC BENEFIT IN RELATION TO THESE OBJECTS

Deaf-initely Women is open to all deaf women irrespective of race, or other personal circumstance

Review of the Year's developments activities and achievements

Deaf-initely Women have been managing nine projects with the support of ten Management Committee members and seven staff members.

1.Deaf Women Matter! Skills for Life project – National Community Lottery Fund

We have reached the end of the third year of the project's life. We now deliver workshops, events and classes in-person and online. These has proven to be in great demand. This project ends on 31.8.2021.

2.Deaf women Digital Hub – website on different types of abuse – Comic Relief

Creating a digi hub for deaf women is still very much work in progress. This requires considerable research in exploring deaf women's digi-needs when accessing information online. This project has been extended from 31.10.2020 to 31.3.2021

DEAF-INITELY WOMEN

FINANCIAL STATEMENTS

TRUSTEES' ANNUAL REPORT

YEAR ENDED 31 JANUARY 2021

3. Tampon Tax

Deaf Women Empowered! This has funded 4 emotional and life resilient based workshops online throughout 2020. The project ends on 31.12.2021.

4. Awards for All

Daisie was a research-based project that looked at the needs of deaf women experienced or experiencing abuse in relation to accessing specialist services. This project ended 31.3.2020.

5. Sport England

A three-year project for deaf women to play football on a regular basis. This project ends on 31.10.2022.

6. Derbyshire Police and Crime Commissioner – small grants

Keeping Safe project ended on 31.3.2020 – workshops on keeping safe. We ran two workshops on abuse and keeping safe online which were well received.

7. Derbyshire Police and Crime Commissioner – large grants

DEaf Abuse Free project started on 1.9.2020 to:

- provide 1-2-1 support for deaf women experiencing abuse to access mainstream abuse services.
- educate deaf women on the Freedom programme.

This projects ends on 31.8.2021.

8. Approved Mental Health Provider

Funding supports deaf women with mental health needs. The funding will be used to support upto 4 workshops around mental health. The funding ends on 31.12.2021.

9. Arts Council

Deaf Women's Art goes online!

This project has provided Arts-based workshops on painting, photography and creative writing online to deaf women. The workshops have been delivered by deaf artists. This project started on 1.5.2020 and ended on 31.10.2020.

DEAF-INITELY WOMEN

FINANCIAL STATEMENTS

TRUSTEES' ANNUAL REPORT

YEAR ENDED 31 JANUARY 2021

STRUCTURE, GOVERNANCE AND MANAGEMENT

Reserves

As at 31 January 2021 the charity held total funds of £132,841, of which £1,136 are unrestricted.

Governing document

Deaf-Initely Women became a registered CIO on 23rd September 2019.

Induction and training of committee

The group undertakes, when the need arises, a skills audit to determine the requirements of the trustee body. If a skill shortage is identified, approaches are made to specific people identified as having these skills

Risk management policy

The committee examine the major risks that the group faces each financial year when preparing and updating the strategic plan. The group has developed systems to monitor and control these risks to mitigate any impact that they may have on the group in the future.

Independent Examiner

Mark Newey of Derby Community Accountancy Service and will be in office as independent examiner for the ensuing year.

Registered office:
Srutts Centre
Derby Road
Belper
DE56 1UU

Signed on behalf of the committee

Approved by the committee on

Sarah Tupling
Chair

DEAF-INITELY WOMEN

INDEPENDENT EXAMINERS' REPORT TO THE TRUSTEES OF DEAF-INITELY WOMEN

I report on the accounts of the group for the year ended 31 January 2021 which are set out on pages 6 to 15.

Respective responsibilities of committee and examiner

The committee are responsible for the preparation of the accounts. The committee consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

Having satisfied myself that the group is not subject to an audit under group law and is eligible for independent examination, it is my responsibility to:

- examine the accounts under section 145 of the 2011 Act;
- follow the procedures laid down in the general Directions given by the Group Commission (under section 145(5)(b) of the 2011 Act, as amended); and state whether particular matters have come to my attention.

Basis of independent examiner's statement

My examination was carried out in accordance with general Directions given by the Group Commission. An examination includes a review of the accounting records kept by the group and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as committee concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a "true and fair view" and the report is limited to those matters set out in the statement below.

Independent examiner's statement

In connection with my examination, no matter has come to my attention:

1 Which gives me reasonable cause to believe that, in any material respect, the requirements

- to keep accounting records in accordance with section 130 of the Act; and

to prepare accounts which accord with the accounting records, comply with the accounting requirements of the Act; or

2 to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Name: Mark Newey

Date

Address: Derby Community Accountancy Service
Babington Lodge
128 Green Lane
Derby

DEAF-INITELY WOMEN

STATEMENT OF FINANCIAL ACTIVITY

YEAR ENDED 31st JANUARY 2021

		Unrestricted Funds £	Restricted Funds £	Total Funds Year to 31 Jan 2021 £	Total Funds Year to 31 Jan 2020 £
	Note				
Income from:					
Donations	3	-	-	-	50
Charitable activities	4	-	187,553	187,553	163,059
Other income	5	68,504	15	68,519	44,622
Investment income	6	-	-	-	-
Total incoming resources		<u>68,504</u>	<u>187,568</u>	<u>256,072</u>	<u>207,731</u>
 <u>Expenditure on:</u>					
Raising funds		-	-	-	-
Charitable activities		69,852	162,622	232,474	155,747
Total resources expended	7	<u>69,852</u>	<u>162,622</u>	<u>232,474</u>	<u>155,747</u>
Net incoming/(outgoing) resources before transfers		(1,348)	24,946	23,598	51,984
Transfer between funds		-	-	-	-
Net incoming/(outgoing) resources for the year		(1,348)	24,946	23,598	51,984
Balances brought forward		2,484	106,759	109,243	57,259
Balances carried forward		<u>1,136</u>	<u>131,705</u>	<u>132,841</u>	<u>109,243</u>

The group has no recognised gains or losses other than the results for the year as set out above.

All of the activities of the group are classed as continuing.

The notes on pages 8 to 15 form part of these financial statements.

DEAF-INITELY WOMEN

BALANCE SHEET

31 JANUARY 2021

	Note	2021	2020
		£	£
Fixed assets			
Tangible assets		-	-
Current assets			
Cash at bank and in hand		139,037	111,411
Debtors	10	-	-
		<u>139,037</u>	<u>111,411</u>
Creditors: amounts falling due within one year	11	<u>6,196</u>	<u>2,168</u>
Net current assets		132,841	109,243
Total assets less current liabilities		<u>132,841</u>	<u>109,243</u>
Net assets/(liabilities)		<u>132,841</u>	<u>109,243</u>
Funds			
Restricted Funds	12	131,705	106,759
General Funds	12	1,136	2,484
Designated Funds	12	-	-
TOTAL FUNDS		<u>132,841</u>	<u>109,243</u>

The financial statements were approved by the members of the committee on the and signed on their behalf by:

Sarah Tupling
Chair

The notes on pages 8 to 15 form part of these financial statements.

DEAF-INITELY WOMEN

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED JANUARY 31st 2021

1. Accounting policies

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

Group information

Deaf-Initely Women's registered office is Room 57, Strutts Community Centre, Derby Road, Belper, DE56 1UU. At the end of the year there were 10 Committee members.

1.1 Accounting convention

These accounts have been prepared in accordance with FRS 102, "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102"), "Accounting and Reporting by Charities" the Statement of Recommended Practice for charities applying FRS 102, the Companies Act 2006 and UK Generally Accepted Accounting Practice as it applies from 1 January 2015. The group is a Public Benefit Entity as defined by FRS 102.

The accounts are prepared in Sterling which is the functional currency of the group. Monetary amounts in these financial statements to the nearest £.

The accounts have been prepared on historical cost convention apart from freehold property that is carried at market value. The principal accounting policies adopted are set out below.

These are accounts for the year ended 31 January 2021 are prepared in accordance with FRS 102, The Financial Reporting Standard applicable in the UK and Republic of Ireland. The date of transition to FRS 102 was 1 April 2015. The impact on the reported financial position and financial performance for the previous year are not affected by the transition to FRS 102.

1.2 Going concern

At the time of approving the accounts, the committee have a reasonable expectation that the group has adequate resources to continue in operational existence for the foreseeable future. Thus the Committee continue to adopt the going concern basis of accounting in preparing the accounts.

1.3 Charitable Funds

Unrestricted funds are available for use at the discretion of the committee in furtherance of the general objectives of the group.

Designated funds are unrestricted funds earmarked by the committee for particular purposes.

Restricted funds are subjected to restrictions on their expenditure imposed by the donor or through the terms of an appeal.

1.4 Incoming resources

All incoming resources are included in the SOFA when the group is legally entitled to the income and the amount can be quantified with reasonable accuracy. Gifts in kind have been included at market value of gifts received and in assets acquired. No amounts are included in the financial statements for services donated by volunteers.

DEAF-INITELY WOMEN

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED JANUARY 31st 2021

1.5 Resources expended

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs relating to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with use of the resources. Fund-raising costs are those incurred in seeking voluntary contributions and do not include the costs of disseminating information in the support of the charitable activities.

1.6 Debtors

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

1.7 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.8 Creditors and provisions

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

1.9 Financial instruments

The group has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

Derecognition of financial liabilities

Financial liabilities are derecognised when the group's contractual obligations expire or are discharged or cancelled.

1.10 Employee benefits

The cost of any unused holiday entitlement is recognised in the year in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the group is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.11 Taxation

The group is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

DEAF-INITELY WOMEN

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED JANUARY 31st 2021

1.12 Depreciation

Individual fixed assets costing £1,000 or more are capitalised at cost and are depreciated over their estimated useful economic lives on a straight line basis as follows:-

Asset category	Annual rate
Equipment	20%

2 Critical accounting estimates and judgements

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

3. Voluntary income

	Unrestricted Funds £	Restricted Funds £	Year to 31Jan 2021 £	Year to 31Jan 2020 £
Donations	-	-	-	50
	<u>-</u>	<u>-</u>	<u>-</u>	<u>50</u>

4. Grants receivable

	Unrestricted Funds £	Restricted Funds £	Year to 31Jan 2021 £	Year to 31 Jan 2020 £
The National Lottery Community Fund	-	115,222	115,222	108,005
The National Lottery Community Fund (Awards For All)	-	-	-	9,973
Derbyshire Police and Crime Commission	-	13,750	13,750	1,250
Comic Relief	-	20,000	20,000	25,000
Sport England	-	-	-	8,581
Foundation Derbyshire	-	-	-	1,000
Community Foundation Tampon Tax	-	-	-	9,250
Arts Council	-	33,829	33,829	-
Voluntary Sector Approved Mental Health Providers	-	4,752	4,752	-
	<u>-</u>	<u>187,553</u>	<u>187,553</u>	<u>163,059</u>

DEAF-INITELY WOMEN

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED JANUARY 31st 2021

5 Sundry Income

	Year to 31 Jan 2021 £	Year to 31 Jan 2020 £
Fundraising	225	100
Refunds	1,320	-
Access to Work	66,529	44,522
Other	445	-
	68,519	44,622

6 Interest receivable

	Year to 31 Jan 2021 £	Year to 31 Jan 2020 £
Bank interest	-	-
	-	-

7. Total resources expended

	Total Funds Year to 31 Jan 2021 £	Total Funds Year to 31 Jan 2020 £
Staff costs	90,988	56,320
Travel costs	1,153	4,413
Office costs	4,052	6,327
Fees	11,292	9,955
Equipment & furnishings	17,322	7,352
Rent	7,529	8,029
Utilities	807	1,367
Insurance	1,003	598
Activity costs	263	1,004
Communications support	90,120	56,391
Training	2,420	747
Promotion costs	5,525	3,244
	232,474	155,747

DEAF-INITELY WOMEN

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED JANUARY 31st 2021

Expenditure on charitable activities was £232,474 (2020: £155,747) of which £162,622 was restricted (2020 £113,414)

8. Net (expenditure)/income

	Year to 31 Jan 2021 £	Year to 31 Jan 2020 £
Independent examiner's Fees	<u>720</u>	<u>420</u>

9. Committee and key management personnel

During the year committee did not receive remuneration for their roles as committee members

The key management personnel of the group consist of the committee, the Chief Executive Officer and other members of the senior management team.

The aggregate payroll costs were:

	Year to 31 Jan 2021 £	Year to 31 Jan 2020 £
Wages and salaries	85,074	52,694
National Insurance	-	-
Pension	5,914	3,626
	<u>90,988</u>	<u>56,320</u>

No employee earned more than £60,000 per annum. No committee were reimbursed for expenditure.

Particulars of employees:

The average number of staff employed by the group during the financial year amounted to:

	Year to 31 Jan 2021 No	1 Apr 2018 To Jan 2020 No
Direct Charitable Staff	6	5
Administration	1	1
	<u>7</u>	<u>6</u>

DEAF-INITELY WOMEN

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED JANUARY 31st 2021

10. Debtors:

	2021	2020
	£	£
Bank interest	-	-
	<u>-</u>	<u>-</u>
	<u><u>-</u></u>	<u><u>-</u></u>

11. Creditors:

	2021	2020
	£	£
Trade creditors	6,196	2,168
	<u>6,196</u>	<u>2,168</u>
	<u><u>6,196</u></u>	<u><u>2,168</u></u>

12. Statement of funds

	At 1 Feb				At 31Jan
	2020	Incoming	Outgoing	Transfers	2021
	£	£	£	£	£
General reserve	2,484	68,504	(69,852)	-	1,136
Designated Funds	-	-	-	-	-
	<u>2,484</u>	<u>68,504</u>	<u>(69,852)</u>	<u>-</u>	<u>1,136</u>
Total unrestricted funds					
Restricted Funds					
The National Lottery Community Fund	63,160	115,237	(87,576)	-	90,821
Awards for All	4,577	-	(2,988)	-	1,589
Arts Council	-	33,829	(32,240)	-	1,589
Derbyshire Police and Crime Commission	(391)	1,250	(210)	-	649
Comic Relief	20,943	20,000	(24,560)	-	16,383
Sport England	8,220	-	(105)	-	8,115
Foundation Derbyshire	1,000	-	(1,000)	-	-
Community Foundation Tampon Tax	9,250	-	(7,142)	-	2,108
Derbyshire Police and Crime Commission (Deaf Abuse Free)	-	12,500	(6,801)	-	5,699
Voluntary Sector Approved Mental Health Providers	-	4,752	-	-	4,752
	<u>106,759</u>	<u>187,568</u>	<u>(162,622)</u>	<u>-</u>	<u>131,705</u>
Total restricted funds					
Total funds	<u>109,243</u>	<u>256,072</u>	<u>(232,474)</u>	<u>-</u>	<u>132,841</u>

DEAF-INITELY WOMEN

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED JANUARY 31st 2021

Restricted Funds

Deaf Women Matter! Skills for Life project – National Community Lottery Fund

The fund was spent on delivery costs of workshops, events and classes.

Awards for All

A research project that looks at the needs of deaf women experienced abuse in relation to accessing specialist services.

Arts Council

This project has provided Arts-based workshops on painting, photography and creative writing online to deaf women.

Derbyshire Police and Crime Commissioner

Workshops on keeping safe. Workshops on abuse and keeping safe online were delivered.

Deaf women Digital Hub – Comic Relief

The fund was spent on creating a digi hub for deaf women.

Sport England

A three year project for deaf women to play football on a regular basis.

Foundation Derbyshire

The money was spent on a fire alarm

Tampon Tax

This will fund 3-4 emotional and life resilient based workshops throughout 2020.

Derbyshire Police and Crime Commission (Deaf Abuse Free)

This will provide 1-2-1 support for deaf women experiencing abuse to access mainstream abuse services and educate deaf women on the Freedom programme.

Voluntary Sector Approved Mental Health Providers

Funding supports deaf women with mental health needs. The funding will be used to support up to 4 workshops around mental health.

DEAF-INITELY WOMEN

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED JANUARY 31st 2021

12. Analysis of net assets

	Tangible fixed assets	Other net assets	Total
	£	£	£
Unrestricted funds			
General Funds	-	1,136	1,136
Designated Funds	-	-	-
Restricted funds			
The National Lottery Community Fund	-	90,821	90,821
Awards for All	-	1,589	1,589
Arts Council	-	1,589	1,589
Derbyshire Police and Crime Commission	-	649	649
Comic Relief	-	16,383	16,383
Sport England	-	8,115	8,115
Community Foundation Tampon Tax	-	2,108	2,108
Derbyshire Police and Crime Commission	-	5,699	5,699
Voluntary Sector Approved Mental Health Providers	-	4,752	4,752
	- <hr/> <hr/>	131,705 <hr/> <hr/>	131,705 <hr/> <hr/>

13. Related party transactions

The group had no related party transactions that required disclosure