



Annual Report

1.9.2022 – 31.8.2023

Empowering Deaf women to be free

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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.

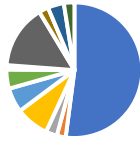
Finance

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 |

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DEAF-INITELY WOMEN

FINANCIAL STATEMENTS

FOR

31 JANUARY 2023

Charity Registration Number 1185431

DEAF-INITELY WOMEN

FINANCIAL STATEMENTS

YEAR ENDED 31 JANUARY 2023

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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		17,997	320,053	338,050	302,663
<u>Expenditure on:</u>					
Raising funds		-	-	-	-
Charitable activities		9,747	309,940	319,687	288,587
Total resources expended	7	9,747	309,940	319,687	288,587
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		17,576	147,704	165,280	146,917

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 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 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 2022	Incoming £	Outgoing £	Transfers £	At 31Jan 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-initely 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 a casework 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
	-	165,280	165,280

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

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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 |