

**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-Initially Women

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Deaf-initely Women

Reference and Administrative Details for the Year Ended 31 March 2025

TRUSTEES

J Silo
A Guilfoyle
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 1UU

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, Deafness and Deafblindness.

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 Deaf, Deafblind 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: 31/03/25

Deaf-initely Women

Statement of Financial Activities for the Year Ended 31 March 2025

				Year Ended 31.3.25 Total funds £	Period 1.2.23 to 31.3.24 Total funds £
	Notes	Unrestricted funds £	Restricted 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	4				
Charitable activities costs		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		34,486	230	34,716	53,833
Transfers between funds	13	<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		<u>75,417</u>	<u>143,696</u>	<u>219,113</u>	<u>165,280</u>
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)
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	13				
Unrestricted funds				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	<u>1,960</u>	<u>1,800</u>
	<u>244,649</u>	<u>299,233</u>

**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>

Deaf-initely 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
	17,576	55,130	2,711	75,417
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	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	(1,676)	81	-
Sign Health	284	-	(284)	-
Nottingham Police and Crime Commission	1,309	(1,757)	-	(448)
Derby Living Well	2,667	(124)	(2,543)	-
Active Derbyshire	6,936	(6,962)	26	-
Department of Health Inequality Partnership	-	(9)	9	-
Skills 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
	147,704	(1,297)	(2,711)	143,696
TOTAL FUNDS	165,280	53,833	-	219,113

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	-	(11,052)	(11,052)
Amber Valley CVS	-	(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)	2,500	(2,500)	-
	<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.

**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

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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>

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