

Charity Registration Number: 1189008
Company Registration Number: 11320319

BEING WOMAN
A COMPANY LIMITED BY GUARANTEE WITH NO SHARE CAPITAL
(A registered charity)

DIRECTORS AND TRUSTEES REPORT
AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED
From 01 May 2022 to 30 April 2023

BEING WOMAN

Legal and Administrative Information

Company Number: 11320319 (ENGLAND AND WALES)

Registered Charity Number: 1189008

Trustees: Mohammad Shakir Qureshi
Hira Usman
Ghazala Yousaf
Imran Zahid
Tinuke Bernard

Principal Office: Being Woman
Ashington Workspace,
Lintonville Parkway, Ashington,
Northumberland, England,
NE63 9JZ

**BEING WOMAN
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 30 APRIL 2023**

The trustees who are also directors of the charity for the purpose of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 30 April 2023. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance to Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

This year, the charity has underpinned its work and strategy under the following, building on our “No Barriers to Inclusion” theme from last year.

“LEADING THE WAY TO INCLUSION”

Enabling better decisions, and services by BUILDING BETTER BALANCE!

One of Being Woman’s founding tenets was inclusion at the core. Over the last year, we’ve learned much about what it means to actively put equality at the centre and be an inclusive, diverse community. We also recognise we are a robust platform that can drive change. We’re building our advocate brand voice to amplify our service users’ experiences and help build a more inclusive community.

Objective and Activities:

1. The promotion of equality and diversity for the public benefit by:
 - (a) the elimination of discrimination on the grounds of race, gender, disability, sexual orientation or religion;
 - (b) advancing education and raising awareness of equality and diversity;
 - (c) promoting activities to foster understanding between people from diverse backgrounds;
 - (d) conducting or commissioning research on equality and diversity issues and publishing the results to the public;
 - (e) cultivating a sentiment in favour of equality and diversity.
2. To advance the education of, in particular, but not exclusively, women by the provision of:
 - (a) 1:1 sessions and workshops, in particular, but not exclusively, in the subject of basic digital skills that results in a qualification that assists with improving the beneficiaries chances of securing future employment.

We welcome all genders and believe it is critical to engage boys and men to achieve gender equality. We aim to give our service users the best of their artistic and creative abilities through our projects. Our work is all about people, their expressions, dreams and aspirations. We are determined to work for the betterment of people and support them to realise their full potential.

We actively promote social and digital inclusion through our projects and services, leading the way to inclusion in the digital space!

We engage the audience with language that's simple and easy to understand.

OUR VALUES

Our services are based on five fundamental values to support our community in the best possible way:

1. Delight our community - We put our service users first

We all work to meet our service user's needs. The relationship we have with our service users is something we continuously invest in and nurture.

2. Innovate to Grow - We embrace change

It's the responsibility of each one of us to find opportunities, improve the way we do things and help our community grow

3. Collaborate to Win - We are stronger together

We use the combined strengths and capabilities of people, services and organisations across teams, regions and functions.

4. Safeguard our future - We care

Each of us acts as a guardian for protecting data, information, assets and our people to safeguard our future.

5. Value each other - We work as one team

We are in this together. We value everyone's contribution and treat each other with respect, trust and integrity.

OUR MANIFESTO

Equality, Diversity, and Inclusion will remain at the forefront of everything we do. We believe "diversity in thinking" and "education" can impact the lives of all people across all sections of society. To make our world more accessible, fair, and open, help our economy grow, and leave no one behind.

Being Woman is committed to creating an inclusive community where ethnically diverse communities gain the skills, network, and knowledge needed to level up. We're equally committed to raising awareness and speaking out against the bias and injustice that ethnically diverse communities face in their careers and lives every day. When people feel safe in their communities and neighbourhoods, they can focus their energy and attention on developing their skills and excelling in their careers.

We are

- Unbound by tradition, we are pioneers and leading the way in Equality, Diversity and Inclusion in Northumberland
- Rooted in the real world, we are a partner to our local organisations and add value through active collaboration
- Committed to our communities, we serve society with openness and integrity

THE COMMUNITY WE WORK WITH AND THE CHALLENGES FACED

Most of our service users include people living in Northumberland through asylum or refugee resettlement programmes and from ethnically diverse communities (Black, Asian Minority & Ethnic Communities). We serve as the space where both our service users and staff, including volunteers, work together to prevent educational, health and socio-economic problems within the communities in Northumberland, resulting from the language barrier, digital exclusion, loneliness, low mood and social isolation.

We needed more staff to manage the increased expectations from our community. Due to the ongoing cost of living crisis, we continue to see an influx of referrals for food parcels, domestic abuse support, numeracy skills, ESOL, and digital skills support online. The volunteers have played a crucial role in helping the charity deliver work in all areas.

The current crisis has led to an increased area of our work geographically across Northumberland. While we know funding has made available for food and other essentials, vital services for survivors, ethnically diverse communities, women, and asylum seekers such as drop-ins, therapeutic emotional support, casework, as well as advice specialisms and language support that we provide at our centre are more important than ever.

Moving into 2023, we face an economic downturn and employment layoffs across the community. Being Woman continues to empower women and our communities, focusing on individual resilience, community strength, and the conviction of our mission. Being Woman will continue to evolve to support our communities in Northumberland through trying economic times and career shifts while creating better service provisions that match the pace of innovation and change in their lives.

Every day, we invest in new ways to reach the most vulnerable in the community by maximising every opportunity we can get!

DIFFERENCE WE WANT TO MAKE

Being Woman catalyses change in Northumberland, empowering ethnically diverse communities to excel. This report reflects our organisation's ongoing evolution as we consistently work to enhance our services and advance progress towards our mission. Together, we have grown a community of support that strengthens every member connected through it while driving a movement that seeks to transform the service provision in

Northumberland to be more inclusive, diverse, and equitable, ensuring that everyone can take their seat at the table. As we continue this critical work, we stay true to our values and strive to uplift, empower, and inspire our communities everywhere. Together, we can be the change that promotes equality, diversity and inclusion and ensures a better tomorrow.

We aspire to create integrated digital skills and adult education for the community to deliver a more strategic, whole-system approach to post-18 skills. The aim is to make a more coherent and simplified system. This will help more people gain relevant skills for work and progress within their chosen career while supporting local economic growth by forging stronger links between skills providers and employers while creating equal opportunities for people from diverse backgrounds. In addition, we are looking to create a system where everyone is empowered to participate and progress in an increasingly digital society and to learn and succeed in work, thereby helping to reduce inequality and disadvantage.

Our Vision: ‘To ensure everyone gets the skills they need today to succeed in a fair, inclusive society, thriving economy and digital world tomorrow.’

We aim to create a sustainable response to the current challenges and build resilience in our community. We want to support unemployed, digitally and socially excluded people, or those affected by the cost-of-living crisis, to help people progress in their lives and careers to realise positive life and work outcomes through tailored support programmes. We look to reduce inequality and disadvantage in Northumberland by empowering individuals from isolated communities, disadvantaged areas, and minority groups.

Through supportive interventions, we aim to promote good mental health, self-esteem and emotional resilience of women, girls and the broader community.

STRENGTHS & OPPORTUNITIES

- Trust among partners and local organisations
- Intellectual capacity
- People who are committed to the work
- Ability to influence policy
- History of successful collaboration
- Successful and proven experience in community projects
- Leading on the Equality, Diversity & Inclusion (EDI) Network for the VCSE Sector in Northumberland

OVERALL OUTCOMES

- Increased equity, fewer people at risk of social exclusion
- Improved access to opportunities, information, advice, services and goods (greater choice)
- Increase in Skills & Confidence Digital & Social Inclusion

Our model of work:

Our work and activities are based purely on the HCD – Human-centred design model, focusing on people participating in the activity. Through this model, we have kept our community and users at the heart of everything we do. We promote an active inclusion of disadvantaged and underrepresented groups of people from Ethnically diverse communities who are far from engaging in the community. We want to ensure that their voice and experience are their authentic self-speaking. As a result, they feel safe and supported to engage in our activities and build positive lifestyle changes. It will help us to remove barriers to work in a holistic and integrated way, including through supporting early action, outreach activities and access to local services.

We regularly hold surveys and focus groups involving service users to reflect on the project activity and find improvement areas. These follow-through feedback forms are collected periodically and then collated into statistics to evaluate the impact.

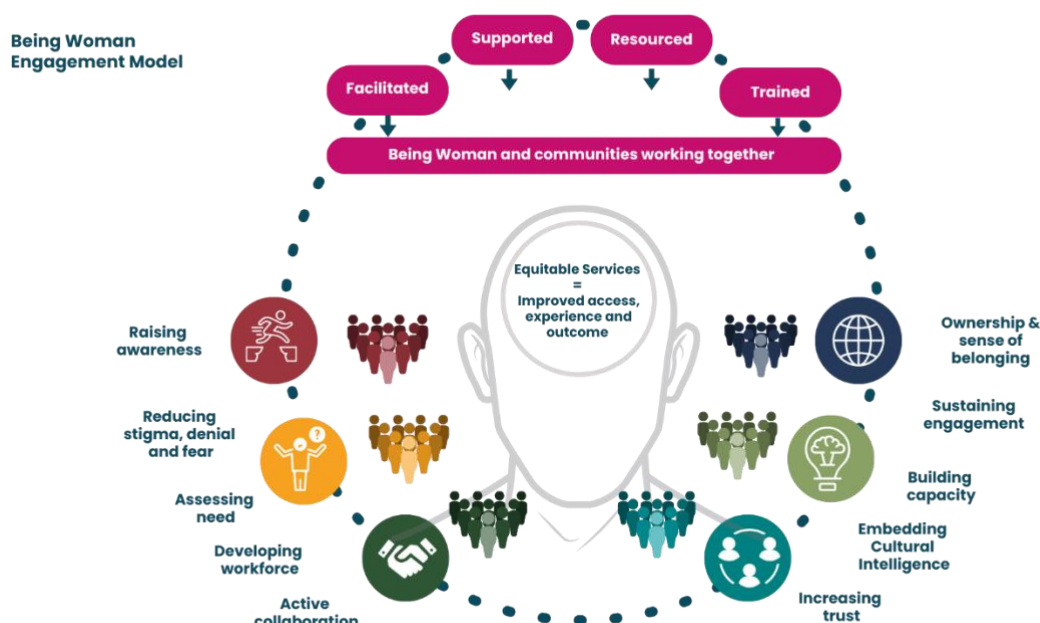
We are committed to a culture where diverse voices are amplified, legal and personal rights are honoured, and marginalized groups are safe, respected, and empowered. Our advocacy campaigns elevate meaningful conversations around women and ethnically diverse communities, challenging stereotypes and spotlighting their contributions to different sectors.

The charity directors meet regularly to review the activities of each area of work and the progress being made. The Board is responsible for the organisation's strategic direction.

OUR RANGE OF SERVICES

- Digital Skills sessions
- English Classes
- Numeracy Skills
- Arts & Crafts sessions
- Early Intervention Mental Health Support
- Early Intervention Domestic Abuse Support
- Food and Essential Boxes Support
- Family Support in collaboration with Northumberland Communities Together
- Raising awareness around Equality, Diversity & Inclusion
- Devices & Data Bank Support in partnership with Good Things Foundation
- Providing information, advice and guidance through our EDI Network on the challenges and topics around EDI
- Conversation Cafes – Cup Shup Sessions
- Cultural Heritage Project – VIRSAFEST Northumberland

OUR ENGAGEMENT MODEL



OUR IMPACT

"For the first time in my life, I feel like I am finally choosing my route. Becoming part of the Being Woman family will empower and push me to become the person I've wanted to be."

Service user – Mental health & Wellbeing Cup Shup Sessions

"Being Woman empowered me by providing the support to learn digital skills suited to my pace. I had access to resources and hands-on coaching sessions, all led by community members. Interestingly, I was not judged whether I was a beginner or an expert."

"Service user – ESOL & Digital skills sessions

"I feel connected to everyone. I was given a digital device and got regular data for free from Being Woman. I do not have to worry about using up all my data on my phone. With just a text, I can get my data re-loaded. This is a great service as it helps me not to worry about choosing between buying food or data."

Service user – National data bank in partnership with Good Things Foundation

VOLUNTEERING HOURS

During 2022-2023, we have volunteered **16,410 hours of service** = 9 Full-time positions, An estimated value of £169,515

Volunteering - What it means to us?

Volunteers are the unsung heroes of our ongoing programming efforts and fundraising events. They're our organisation's brand and mission ambassadors in the community and directly impact our organisation's success. Our volunteers offer a tremendous amount of value, which is why the importance of investing in tools and resources to help them thrive is at the heart of our organisation.

ROLE OF VOLUNTEERS IN BEING WOMAN

1. Building Motivation
2. Improving skills and confidence
3. Promoting mental health and wellbeing

Testimonials

"Thank you for making volunteering so meaningful for me. I wanted to learn new skills and help people in my community. You made it so easy for me. I feel proud of the work I did as part of VIRSA project and was able to showcase my talent. I am so happy. Thank you"

VIRSA Design Team Volunteer

"I like to volunteer because Being Woman is a great place to learn new skills and gain confidence, and I want people to feel that being here is a positive experience. I feel welcomed here and could exhibit my art and my student's art at the VIRSA event. I was able to showcase my cultural heritage with pride."

Ebru Artist

"I cannot begin to tell you how happy I am! I have a million things to learn, which is so exciting! I am privileged to learn from the most kind, knowledgeable, and amazing people at Being Woman! I cannot thank Being Woman enough for the opportunity to volunteer with the operations team! The quality of the instruction, materials, and community is beyond any expectation I could have had, no exception. My drive and their motivation have put me in a place to go after my dreams!"

Volunteer – Share Karo App

Performance and Achievements:

Plans for the 2022- 2023 financial year included:

- Continued recruitment to the Board of Trustees
- Continued recruitment of our volunteers.

- Further developing earned and unrestricted income
- Securing funds to devise and plan projects to create a sustainable response to the current challenges and build resilience in our community.
- Securing funds to rent the premises to run our services and activities
- Securing funds to continue with our services to reach a broader community
- Growing public awareness of our work around Equality, Diversity and Inclusion
- Strengthening partnership relationships with organisations focussed on improving the lives of digitally excluded underrepresented groups and ethnically diverse communities in Northumberland.
- **Additionally, we been awarded the prestigious Queen's Award for Voluntary Service (MBE for Voluntary Sector and Charities), further underscoring its commitment to exemplary voluntary and community service. This recognition highlights the organisation's exceptional contributions to the community and its dedication to positively impacting it through voluntary initiatives. The Queen's Award for Voluntary Service is a testament to Being Woman Charity's outstanding work, reinforcing its credibility and expertise in delivering meaningful activities that benefit the community.**

Being Woman has accomplished amazing things for diverse women and communities in Northumberland, but we've only scratched the surface, and all of this is only possible because of the support of our funders, donors, supporters, volunteers, our team and service users. Our projects and activities have modelled how to do inclusion, diversity and empowerment during the most challenging times of the year. We believe, "When nobody gets left behind, everybody moves forward".



Elizabeth R

Elizabeth the Second,

By the Grace of God of the United Kingdom of Great Britain and Northern Ireland
and of Our other Realms and Territories Queen, Defender of the Faith, to

Being Woman

*Promoting good mental health, diversity and inclusion,
pioneering equality to break down barriers.*

Greeting!

We being cognisant of the said group's outstanding voluntary work in the community,
and being desirous of showing Our Royal Favour do hereby confer upon it:

The Queen's Award for Voluntary Service for voluntary service by groups in the community 2022

for such period as the group continues to provide its current service and do
hereby give permission for the authorised emblem of the said Award to be
displayed on the group's letterhead and other public material.

Given at Our Court of Saint James's under Our Royal Sign Manual this
second day of June 2022 in the seventy-first year of Our Reign.



**BEING WOMAN
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 30 APRIL 2023**

FINANCIAL REVIEW

Transactions and financial position

The statement of financial activities shows a net deficit of £9,994. At the balance sheet date, reserves amounted to £50,503 of which £32,737 was subject to restriction.

Grants, donations and other financial support

The Charity receives grant income from a variety of sources that supports the delivery of its work. The principal sources are:

- The National Lottery
- The Tudor Trust
- Good Things Foundation
- NCAB – Multiply
- CAN - Citizen Advice Northumberland
- MHC – Mental Health Concern
- Vonne NTCA
- Ashington Town Council

**BEING WOMAN
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 30 APRIL 2023**

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is constituted as a company limited by guarantee and is, therefore, governed by a Memorandum and Articles of Association and governed by Constitution of a Charitable Incorporated Organisation.

Appointment of trustees

Appointment of trustees is governed by the Memorandum and Articles of Association, which authorize the committee to appoint new members to fill vacancies that arise during the year and to appoint individuals to the Board who are sympathetic to the Aims and Purposes of the Being Woman and who have professional and personal skills that will contribute to the life, work and development of the organization. Directors /Trustees make sure that charities Safeguarding policy, Tone of voice policy , Code of conduct , conflict of interest policy to be followed by Board members, Staff and Volunteer.

Organization and management

On 30th April 2023 there were 7 employees of the Association. Of these one was full time paid staff and six were part time. There were also 47 volunteers attached to the Charity. The trustees review all policies and procedures adopted by the organization on a cyclical basis.

During the year they have paid specific attention to the following and have Peninsula HR and Health and safety services on Board to support the charity in implementation of the below:

Staff supervision, Recruitment, Lone Working, ICT, Safeguarding children, young people & vulnerable adults, Safeguarding and Incident management flow chart, holiday entitlements, personnel, safety, harassment, disability, smoking in the workplace, health and safety, salaries, redundancy, confidentiality, use of illegal drugs and substances, equal opportunities, volunteers, staff code of conduct, financial protocols, grievance and discipline. Coronavirus Tool Kits and Risk assessments, physical security policy, Conflicts of interest policy, GDPR regulations Policy followed by a Health and Safety Audit. The charity is also registered with ICO for Data handling and protection.

**BEING WOMAN
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 30 APRIL 2023**

STRUCTURE, GOVERNANCE AND MANAGEMENT

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.

The trustees have assessed the major risks to which the Charity is exposed and are satisfied that systems are in place to mitigate Being Woman's exposure to major risk. This follows through with the robust Safeguarding and Incident management procedure in place.

REFERENCE AND ADMINISTRATIVE DETAILS

Charity name: Being Woman

Charity registration number: 11320319

Company registration number: 1189008

Registered office and Operational address: Ashington Workspace, Lintonville Parkway,
Ashington, Northumberland, England, NE63 9JZ

Trustees

The trustees who served during the year were:-

Mohammad Shakir Qureshi

Hira Usman

Ghazala Yousaf

Imran Zahid

Tinuke Bernard

Approved by order of the board of trustees on 29 February 2024 and signed on its behalf by:

Name: IMRAN ZAHID (Trustee)

Signature: [Signature]

Date: 29-02-2023

BEING WOMAN

STATEMENT OF FINANCIAL ACTIVITIES

(INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT)

FOR THE YEAR ENDED 30 APRIL 2023

INCOME	Unrestrict ed Funds	Restrict ed Funds	2023 Total Funds	2022 Total Funds
	£	£	£	£
Grants & Donations	19,237	124,610	143,847	162,621
Total Grants & Donations	19,237	124,610	143,847	162,621
Expenditure on Charitable Activities				
Volunteer Cost, Delivery Cost, App Development	0	12,751	12,751	12,225
Premises and Administration	2,945	18,884	21,829	8,850
Salaries and Wages	0	41,623	41,623	58,498
Legal and Professional Fees	0	5,552	5,552	5,442
Project Expenditure	605	14,206	14,811	17,571
Membership & Subscription	0	0	0	0
Total Expenditure on Charitable Activities	3,550	93,016	96,566	102,586
Net Income (Expenditure)	15,687	31,594	47,281	60,035
Reconciliation of Funds				
Total Funds Brought Forward from previous year	2,079	58,663	60,742	39,395
Less Spent in the Year	0	57,520	57,520	38,688
Net Previous Year Funds	2,079	1,143	3,222	707
Total Funds Carried Forward	17,766	32,737	50,503	60,742

**INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES/DIRECTORS OF BEING WOMAN
FOR THE YEAR ENDED 30 APRIL 2023**

I report on the accounts of the charity for the year ended 30 April 2023, which are set out on pages from 17 to 23.

Respective responsibilities of trustees and examiner

The trustees (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year under section 144 of the Charities Act 2011 (the Charities Act) and that an independent examination is needed.

It is my responsibility to:

- examine the accounts under section 145 of the Charities Act,
- to follow the procedures laid down in the general Directions given by the Charity Commission (under section 145(5)(b) of the Charities Act, and
- to 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 Charity Commission. An examination includes a review of the accounting records kept by the charity 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 the trustees 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 to indicate that:

- accounting records have not been kept in accordance with section 386 of the Companies Act 2006;
- the accounts do not accord with such accounts;
- where accounts are prepared on an accruals basis, whether they fail to comply with relevant accounting requirements under section 396 of the Companies Act 2006, or are not consistent with the Charities SORP (FRS 102)
- any matter which the examiner believes should be drawn to the attention of the reader to gain a proper understanding of the accounts.

Signed: Salim Date: 29/02/2023

Salim Javed (FCCA)
S&Y Accountants Ltd
146A Cranbrook Road, Ilford, Essex, IG1 4LZ



BEING WOMAN (Charity Registration Number: 1189008)
BALANCE SHEET
FOR THE YEAR ENDED 30 APRIL 2023

		YEAR 2023	YEAR 2022
	Notes		
FIXED ASSETS			
Tangible Assets		£0	£0
CURRENT ASSETS			
Gran Receivable		£0	£20,000
Cash at Bank		£50,503	£33,742
Other Receivable		£0	£7,000
TOTAL CURRENT ASSETS		£50,503	£60,742
CREDITORS			
Amount falling due within one year			
Accruals		£0	£0
		£50,503	£60,742
FUNDS & EQUITY			
Restricted		£32,737	£58,663
Unrestricted		£17,766	£2,079
TOTAL FUNDS		£50,503	£60,742

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 30 April 2023.

The members have not required the company to obtain an audit of its financial statements for the year ended 30 April 2023 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394

- preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial statements were approved by the Board of Trustees and authorised for issue on 29 February 2024 and were signed on its behalf by:

Name: (Director) IMRAN ZAHID

Signature: 

Date: 29-02-2023

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 APRIL 2023.

1. ACCOUNTING POLICIES:

Basis of preparing the financial statements:

The financial statements of the charitable company, 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 2015)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention, as modified by the revaluation of certain assets.

Income

All income is recognized 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 recognized 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.

Taxation

All the charity's income is charitable and is applied for charitable purpose, and therefore the income of the charity is not chargeable to corporation tax.

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.

Trustees

No trustee received any remuneration in the period under review.

NOTES TO THE FINANCIAL STATEMENTS – continued
FOR THE YEAR ENDED 30 APRIL 2023

2. GRANTS & DONATIONS

	Incoming resources	Resources expenses	Movement in funds
	£	£	£
Donations			
Other Donations	8,005	465	7,540
Donation - Recycle4charity	33	0	33
Unrestricted Funds			
Astington Town Council	979	979	0
Vonne NTCA	1,500	1,500	0
Other income	1,990	605	1,385
Totals Unrestricted Funds	12,507	3,549	8,958
Restricted Funds			
The National Lottery	49,000	49,000	0
GTF (Good Things Foundation)	21,240	21,240	0
NCAB - Multiply	12,500	8,900	3,600
CAN - Citizen Advice Northumberland	3,600	3,600	0
Tudor Trust	35,000	9,637	25,363
MHC - Mental Health Concern	10,000	640	9,360
Total Restricted Funds	131,340	93,017	38,323

Total Funds	143,847	96,566	47,281
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Previous Year Balance Carry Forward	£	£	£
Tudor Trust	28200	28200	0
NCC	15350	15350	0
GTF - CRF	4927.98	4333	594.98
MHC	8783	8783	0
Kick Start	2712	342	2370
Surplus	707	412	295
Total Balance from Previous Year	60679.98	57420	3259.98

3. SUPPORTS COST

	Governance cost
	£
Legal, accountancy and professional fees	4,279

4. TRUSTEE'S REMUNERATION AND BENEFITS

There were no trustee's remuneration or the other benefits for the year ended 30 April 2023 nor for the year ending 30 April 2022.

Trustee's expenses

There were no trustee's expenses paid for the year ended 30 April 2023 nor for the year ending 30 April 2022.

5. STAFF COSTS

	30 April 2023
	£
Staff costs	66,709

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

	30 April 2023
Operation staff	<u>7</u>

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

6. RELATED PARTY DISCLOSURE

An employee connected to trustee was full time employee of the company. Total salary paid during the year was £39,470 for period ending 30 April 2023. Legal consent has been obtained from the Charity Commission.

7. LEGAL STATUS

Being Women is a company limited by guarantee, registered in England and Wales and has no share capital. The company's registered number and registered office address can be found within the Reference and Administrative Details.

The liability of each member in the even of winding-up is limited to £1.

BEING WOMAN**DETAILED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 30 APRIL 2023**

INCOME		
	2023	2022
Total Grants Received	£135,809	£156,855
Total Donations Received	£8,038	£5,766
Total Income Received	£143,847	£162,621
EXPENDITURE		
Charitable activities		
Accountancy	£2,829	£2,618
Travel by service user and volunteer	£5,355	£5,584
General expense	£3,730	£997
Insurance	£1,059	£1,633
Sundry expense	£6,309	£4,716
Phone/data/WIFI	£979	£172
Professional fee	£1,450	£1,450
Project & activity cost	£5,790	£6,522
Pension	£1,189	£3,282
Health & Safety	£1,564	£1,564
Rent	£17,275	£8,800
Postage	£14	£105
Stationary	£419	£358
Subscription	£1,122	£920
Training	£439	£850
Salaries & wages & PAYE taxes	£66,709	£78,430
Food, essential and emergency supplies	£16,482	£15,258
Bank charges	£143	£143
Volunteer expense & delivery cost	£15,514	£6,058
Helpline	£80	£72
Employer NI	£200	£963
IT costs	£0	£602
Office expense	£6,754	£0
Total Expenses	£153,841	£141,097
Total Deficit	-£9,994	£21,524

BANK ACCOUNT DETAILS	
Opening bank balance as at 01st of April 2022	£33,497
This year deficit, year ending 30th April 2023	£9,994
Grant received in May 2022	£20,000
Other receivable paid in May 2022	£7,000
Total closing bank balance as at 30th April 2023	£50,503