



**UNLOCKING DOORS TO EMPLOYMENT FOR
WOMEN OVERCOMING MULTIPLE DISADVANTAGE**

**A Charitable Incorporated Organisation)
Charity number 1195795**

Gifted Women

Trustees Annual Report

Report of the Management Committee for the year ended 30th September 2023

The Management Committee presents its Trustees' report and audited financial statements for the year ended 30th September 2023

Reference and Administrative Information

Charity Name: Gifted Women

Charity registration number: 1195795

Registered Office: Tavistock Enterprise Hub, Tavistock PL190BN

Operational Address: Mutley Baptist Church, Mutley Plain, Plymouth, PL4 6LB

Management Committee

Jenny Adjene – Chair of Trustees

Richard Greaves – Treasurer & Trustee

Dr. Mary Embleton - Trustee

Julie Howes - Trustee

Sarah Cox – Trustee

Katie Sperring - Trustee

Our Aims and objectives

Purposes and Aims

Our charity's purposes as set out in the objects contained in the company's articles of association are to:

- The relief of unemployment for the benefit of the public amongst unemployed women who are in recovery from addiction and/or have criminal convictions and/or are homeless by the provision of opportunities for work experience placements, personal development and improved employability.

Ensuring our work delivers our aims

We review our aims, objectives and activities each year. This review looks at what we achieved and the outcomes of our work in the previous period. The review looks at the success of each key activity and the benefits they have brought to those groups of people we are set up to help. The review also helps us ensure our aims, objectives and activities remained focused on our stated purposes.

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 focus of our work

Our main objective for the year remained to create space to build employability and confidence within our beneficiaries, and establish relationships with local employers who can create opportunities for women to improve their lives. The strategies we used to meet these objectives included:

- Running twelve-week group work programmes for twelve women who have experienced multiple disadvantage, with a focus on employability, building confidence and community / peer support.
- Providing one to one support and peer lead mentoring for beneficiaries to help them move closer towards their goals.
- Working in partnership with other agencies to secure the widest range of support is available that best matches the needs of its client population.

Who used and benefited from our services?

Multiple disadvantage

Eligibility for our services is termed as women overcoming 'multiple disadvantage.' The term multiple disadvantage refers to those people who face multiple and intersecting inequalities including gender based violence and abuse, substance use, mental ill health, homelessness, being involved in the criminal justice system and the removal of children into care.

Although women overcoming multiple disadvantage typically encounter many barriers when it comes to entering the workforce, our charity is built on the foundation of certainty that every woman is gifted, unique and has a wealth of skills and experiences to offer the working world. We see employment as one of the ways women can regain their power, break the cycle and build a future which is positive and fulfilling.

One woman, not long after finishing our Employability Programme, wrote:

"I realised quite soon after joining you that I had stepped out of my life briefly because of trauma. Your kindness and the bravery of others helped me to remember I am a gifted woman, we all are, and I feel blessed to be part of our circle."

Another woman reflected:

"What attracted me initially was the criteria. I ticked ALL the boxes* (*contact with the criminal justice system / substance misuse / domestic abuse / homelessness / mental ill health / removal of children into care / care experienced). Instead of normally hiding these things, I could identify with it and know that everyone would be in the same boat."

A gendered approach

336,000 adults experience multiple disadvantage each year. Of the 17,000 people who experience the most severe forms of disadvantage each year, 70% are women. Women are more likely to have experienced one or more form of primary disadvantage in their adulthood than men. Women are much more likely than men to have faced violence and abuse in their adult lives, and more likely faced violence and abuse in combination with poor mental health and/or homelessness.

When we asked why women wanted to access our services, one woman wrote: "I don't know where to turn really, I am quite isolated and although I don't have to work because of my benefits I would love to be able to find something that I am able to mentally and physically cope with so that I can build my self-esteem and one day support myself. I feel a great deal of shame about not having a job and feel judged by society, I really hate having to rely on someone else for my income, it doesn't make me feel very secure. I hope that you can help me realise a path and take steps towards it. I would particularly like to think about being self-employed as I feel like this could work quite well with my limitations, or employment somewhere that is a healthy nurturing space."

Geographical location

Our objects and funding limit the services we provide to residents in Devon, with a focus on Plymouth and surrounding areas. Plymouth is in the bottom 30% of the index of multiple deprivation with pockets of very high deprivation with five neighbourhoods falling into the top 4% of the most deprived areas in England (IMD 2019).

We have within Plymouth fantastic organisations that are supporting women overcome multiple disadvantage and trauma. We are pleased to be part of Plymouth's Trauma Informed Network and have built some extremely valuable partnerships with a number of organisations working in this space. We have fostered relationships with a host of services who refer into the Gifted Women programme, as well as those who can support women working with us with areas outside of our remit (for example, specialist debt support, benefits advice, criminal justice guidance and much more).

Plymouth employers have also shown us that there is an appetite for supporting our work, recruiting people from more diverse backgrounds and having the chance to give back to the community.

Our activities

Our main activities and who our services aim to reach are described below. All our charitable activities focus on employability and creating pathways for women to access the workplace.

Group work programme

Our group work employability programme provided services for 36 women during this period (13.09.2022 – 30.09.2023)

The group work programme was delivered by a team of highly skilled, engaging and experienced facilitators, who deliver our programme with a trauma informed approach, making it accessible to women for whom other employability initiatives might not be suitable.

Each course takes place over 11 weeks and comprises 12 sessions.

We co-produced the curriculum with women with lived experience of multiple disadvantage and every time we run the course we take great care in reflective practice, continuously developing sessions based on women's feedback and needs.

Bringing women together in these three cohorts enabled women with similar barriers and ambitions to unite and share their lived experience with each other over the course of the programme and during the group work sessions. Each woman's unique experiences and background is incredibly valuable in supporting other women's own journey - as a tight knit community working together to build confidence, increase self-esteem, gain life skills and improve wellbeing, with women supporting one another to take their first steps into / back into the workplace after overcoming serious hardship.

Upon finishing the course, one young woman said:

"I've gained a lot of confidence in myself through doing the Gifted Women programme. I have found my voice and started to believe in myself."

Another woman wrote:

"Gifted Women has been a major turning point in my life already and I'm excited about the future. Although still a bit nervous."

1:1 Support

On completion of the Gifted Women programme, women work with our skilled 1:1 worker to access support in overcoming barriers to employment which might be better addressed in a relational, more private way as opposed to in a group setting. This can include benefits calculations to understand the impact of working on finances, working together to reduce debt, gain forms of ID which may be needed for employment and much more. During this period, we were able to offer open-ended support for women on a 1:1 basis, giving them the opportunity to move forwards at their own pace to ensure sustainability of progress. As we plan to support increased numbers of women next year, we expect to need to formalise our 1:1 offering somewhat, by stating a maximum number of sessions to ensure there is capacity for each woman to access this support.

Work experience placements

During this period we also partnered with local employers to offer women meaningful work experience placements, enabling them to put what they're learning into practice and gain valuable insight into the world of work. Work placements were in a range of settings and were arranged to align with women's hopes for their future. A number of the women we worked with had never had the opportunity to gain employment before, due to lack of support, lack of education and qualifications, and other challenges as described above that keep women from reaching their potential.

Work experience placements started after women had finished the group work programme to retain momentum and provide an exciting next step after the course ends.

Employers understood Gifted Women's ethos and so knew that women have experienced barriers and acknowledged that partaking in a work placement was most often a big step for women. We strived to coordinate work experience placements that were trauma-informed, meeting women's needs and providing a safe environment for them to build confidence in the workplace. Women were accompanied by staff at Gifted Women, to meet their prospective employer, and the team were also on hand to support for the duration of the work experience placement and help find solutions to any challenges that arose. Work placements were in most cases one day or two days a week for 8 weeks.

The purpose of the placements was for women to build routine, sense of purpose, grow in confidence and build relationships with employers. They also gave something positive for women's CVs and a means of obtaining a reference. On some occasions work placements lead to offers of paid work. Placements did not have any bearings on any benefits women were receiving (e.g. Universal Credit). This encouraged women to feel confident to give them a try and removed a significant barrier, which is the fear of being worse off financially, and disrupting benefits.

Community Drop In Group

This year we were delighted to obtain just over £10,000 of funding from the Rank Foundation, to pilot a weekly drop in group for our community of women.

This began in March 2022 and is funded until March 2025. The drop in group has been a real success, and has added a much needed consistency to our offering, where the ending of our 12 session employability course has previously felt like a steep drop. The drop in group serves a number of functions including:

- Providing a 'taster' of our services for women who are considering joining our Employability Programme
- Giving women who have finished the course, the chance to keep accessing peer support and a sense of community and belonging.

The primary aim of the funding we received for this group was to combat social isolation and loneliness. As such, the group has been designed with a social focus and we have hosted a wide range of activities including cookery, games, crafts, mindfulness sessions, empowerment talks, singing sessions, karate, yoga and boxing.

Over 30 women accessed this group in its first 6 months of operation. One woman commented:

"The drop in group is extremely important to me because I loved the employability course so much, it would be like a grief process to have nothing after. It's become like a family. It's like I'm going to see family - not to sound too corny but sisters. We'll catch up, have a laugh, do silly games. If I don't do the Mondays my week is different. Monday group wasn't there when I started (the employability programme) but I needed it after because I'd have been bereft without anything. This last Monday there were new ladies, and they get to meet (women who've done it) and hear about it, they hear our stories and they're excited. Their step into Gifted Women will probably be easier than mine, because of the Monday group. It's just as important for new women, as well as those who have already done (the employability programme).

Peer Mentoring

This year we have over £10,000 of funding secured to train a group of women who have accessed our services, as Peer Mentors and implement a new mentoring programme which will see women accessing 1:1 peer support from women who have experienced and overcome similar challenges. It also creates fantastic opportunities for career development for the mentors themselves, with a focus on accreditation and reflective practice. Training is booked and due to take place in the next financial year (October 2023).

Additional Opportunities & Support Provided

This year we partnered with a clothing charity to offer 12 women a new work wardrobe. One woman said:

"I wanted to let you know how much I appreciate the time and effort spent on me. You've given me not only an opportunity to look awesome at interview, but a basis from which I can kickstart an identity. Your project makes a significant difference to those lucky enough to receive your support."

Digital inclusion remained a priority this year, as we aimed to improve women's access to opportunities, employment and the wider world through technology. We provided 36 women with a brand new laptop and a smart phone, to support them in their next steps.

One woman said:

"It has helped me so much. I used the laptop to access the emails from my volunteering job at a school. When applying I used it to access the forms and be able to access the job information ready for the interview process. I recently completed a teaching assistant course which was a lot of e-learning and through zoom meetings which having the laptop meant I could take part. I am so grateful to have received the laptop and phone and really believe that helped me to bridge the gap to employment so that I could further my education and not rely on using a library which would cause more stress."

Benefits to the individual

Outcomes during this period (13.09.2022 – 30.09.2023)

Throughout this period we have been steadily improving how we collect data so that we can evidence better our impact and outcomes. For example, from our 5th cohort of women who started their Gifted Women journey in July 2023, 91% are currently in work or on a pathway to work and 64% completed a work experience placement with some still building up to this.

During this financial year we saw 14 women from previous cohorts move into paid employment, including some which were direct opportunities arising from the women's work experience placements. One woman sent us this message after her first day in her new paid employment:

"First day went well. My manager said I'd done quite a bit more than has been done in a long time so that was good feedback. Just want to do Gifted Women proud. ...I actually feel proud of all I am doing for the first time in my life."

Another woman, earlier on in her journey with Gifted Women, commented:

"The more I do with Gifted Women, the more hopeful I feel for the future."

Many women mention having raised aspirations as a result of working with us:

"I did the course, then work experience and now I'm volunteering. My work experience through Gifted Women was working in a drop in community centre in a very deprived area. I was working 'front of house', welcoming, showing people around. I was offered very flexible hours and felt welcome and a part of the team. I'm also doing Peer Mentoring. This is a dream come true and I now look up to the Gifted Women team, my hope is to be like them one day. All I ever wanted to do was help others and use my life experiences to reach out to other vulnerable women who need support."

Benefits to the employer community

A more diverse workforce

Employers who have worked with us during this period came on board under the notion that everyone deserves a chance to contribute positively to society. Women in our community have acquired valuable skills and experiences during their lifetime, often shaped by experience of surviving in prison, completing rehabilitation and building their way out of homelessness. Women who work with us are motivated to rebuild their lives. By hiring them, employers can tap into a diverse talent pool, promote rehabilitation, and make a meaningful impact on society. Furthermore, providing employment opportunities to women who access our services can lead to a more inclusive workforce and demonstrate a commitment to social responsibility and second chances.

After a work experience placement, we received this message from one employer:

"Z. spent some time at our media start-up company assisting in a variety of tasks including picture and video research, design of documentation, helping to pitch for contracts, and organising various aspects of our database. She was reliable, diligent, creative, and happy to turn her hand to whatever we asked of her. Her collaboration and communication skills are excellent - she knows when to crack on with something and when to check and ask for advice. She is a very thoughtful person who brings her diverse life experience to her work in a wholly positive way."

Financial Review

Against the backdrop of limited resources, owing to being an emerging, start-up charity without a proven track record it was difficult to obtain larger grants, and the vast majority of grants received were ranging from £100 - £1000, supplemented by a small number of larger grants. Nevertheless, the charity, with the aid of sound financial management and the support of its trustees, staff and volunteers generated a very positive financial outcome for the period. In particular, our success in obtaining new funding from The Rank Foundation in both their Time to Shine programme, and their Participatory Grant Making award provided much needed additional resources.

Our income grew by 59% this year to £104,905, with growth in expenditure of around 375% to £89,940. This increase in expenditure was against a backdrop of increased activity and output, as noted above.

Principal Funding Sources

The principal funding sources for the charity during this period were from the Forrester Family Trust Small Grants, National Express Foundation, KFC Foundation, The Newby Trust, Rank Foundation, Livewell Foundation, The Leathersellers Foundation and the Office of the Police and Crime Commissioner and Devon Community Foundation. The larger funds are noted individually in the accounts and the smaller donations aggregated for reporting purposes.

Reserves Policy

The Management Committee has examined the charity's requirements for reserves when considering the main risks to the organisation. It is developing a policy whereby funds not committed or invested in tangible fixed assets held by the charity will account for between 3 and 6 months of normal expenditure. At this early stage in our growth, we have not yet been able to meet our aspirations. This is a key target for the coming year.

Plans for Future Periods

The charity plans to continue the activities outlined above in the forthcoming years subject to satisfactory funding arrangements.

The charity plans to build more relationships with partner organisations operating in this space, as well as more local employers – to create more opportunities for women on our Programmes.

The charity plans to implement the formal peer mentoring scheme we have planned and secured funding for during this period - involving training and empowering women who have been through our programme to use their lived experience to mentor other women coming through.

Structure, Governance and Management

Governing Document

The organisation is a CIO, registered as a charity on 13 September 2021. The governing document, our constitution, remains as originally published.

Recruitment and Appointment of Management Committee

The charity trustees for the purposes of charity law and under the constitution are known as members of the Management Committee.

The Management Committee are elected to serve for a period of three years after which they must be re-elected at the next Annual General Meeting. All members of the Management Committee give their time voluntarily and received no benefits from the charity. Any expenses reclaimed from the charity are detailed within the accounts.

Due to the nature of multiple disadvantage, much of the charity's work inevitably focuses upon women with complex needs. The Management Committee seeks to ensure that the needs of this group are appropriately reflected through the diversity of the trustee body.

The charity has trustees with lived experience of multiple disadvantage and recovery. The trustee board is made up of 83% women. There are trustees with protected characteristics and diversity and inclusion training has been undertaken by relevant members of the trustee board. 50% of trustees have lived experience of multiple disadvantage. Business, commercial and strategic skills are well represented on the Management Committee.

Training

This year our trustees, staff and volunteers have attended a number of varied CPD recognised training courses on topics including Trauma Informed Practice, Adult Safeguarding, Group Work Facilitation, Domestic Abuse Awareness, Drug and Alcohol Awareness, LGBT+ training, Lone Working, The History of Feminism, Self Care and Wellbeing and more.

Staff and Volunteer Wellbeing

We acknowledge that working with communities who have experienced trauma and often have complex needs can be emotionally demanding. Our staff access clinical supervision to ensure their well-being, competence, and effectiveness in their roles. Clinical supervision provides a structured space for reflection, guidance, and support, enabling workers to process challenging experiences, enhance their understanding of women's needs, and refine their working practices. This ongoing professional development fosters resilience, prevents burnout, and ultimately enhances the quality of care provided to vulnerable populations.

Furthermore, we have continued to work hard this year to foster a supportive and caring working environment, creating space for reflection, group supervision, and open discussion about vicarious trauma.

We are immensely grateful and proud to have a team who are so committed to seeing the best possible outcomes for women.

The obligations of Management Committee members

- The main documents which set out the operational framework for the charity including the Constitution
- Resourcing and the current financial position as set out by the Treasurer.
- Future plans and objectives.

Risk Management

The Management Committee has conducted a review of the major risks to which the charity is exposed. A risk register has been established and is updated at least annually. Where appropriate, systems or procedures have been established to mitigate the risks the charity faces. Significant external risks to funding have led to the development of a strategic plan which will allow for the diversification of funding and activities. Internal control risks are minimised by the implementation of procedures for authorisation of all transactions and projects. Procedures are in place to ensure compliance with health and safety of staff, volunteers, beneficiaries and visitors.

These procedures are periodically reviewed to ensure that they continue to meet the needs of the charity.

Organisational Structure

Gifted Women has a Management Committee of 6 trustees who meet monthly and are responsible for the strategic direction and policy of the charity. At present the Committee has six members from a variety of professional backgrounds relevant to the work of the charity.

Responsibilities of the Management Committee

Charity law requires the Management Committee to prepare financial statements for each financial year which give a true and fair view of the state of the affairs of the charitable company as at the balance sheet date and of its incoming resources and application of resources, including income and expenditure, for the financial year. In preparing those financial statements, the management committee should follow best practice and:

- select suitable accounting policies and then apply them consistently.
- make judgements and estimates that are reasonable and prudent; and
- prepare the financial statements on the going concern basis unless it is not appropriate to assume that the charity will continue on that basis.

The Management Committee is responsible for maintaining proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 1985. The Management Committee is also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Members of the Management Committee

In accordance with charity law, as the charity's trustees, we certify that:

- So far as we are aware, there is no relevant audit information of which the company's auditors are unaware; and
- as the Trustees of the charity, we have taken all the steps that we ought to have taken in order to make ourselves aware of any relevant audit information and to establish that the charity's auditors are aware of that information.

Charity Registered number
1195795

Gifted Women

Annual Report

30 September 2023

Gifted Women

Legal and Administrative Details

Constitution

The charity was created as Charitable Incorporated Organisation on 13 September 2021.

Trustees

| | | |
|------------------|-------------|----------------------|
| Jenny Adjene | Chairperson | Appointed 13/09/2021 |
| Katie Sperring | Trustee | Appointed 05/07/2023 |
| Sarah Mackay | Trustee | Appointed 04/05/2022 |
| Julie Howes | Trustee | Appointed 02/01/2022 |
| Richard Greaves | Trustee | Appointed 13/09/2021 |
| Dr Mary Embleton | Trustee | Appointed 13/09/2021 |

Independent reviewers

Harold Duckworth & Co Ltd
41 Houndiscombe Road
Mutley
Plymouth
PL4 6EX

Charity number

1195795 Registered in England and Wales

Gifted Women
Statement of Trustees' Responsibilities
for the year ended 30 September 2023

The charity's trustees are responsible for the preparation of the accounts in accordance with the terms of the Charities Act 2011 and the Charities (Accounts and Reports) Regulations 2008. Notwithstanding the explicit requirement in the extant statutory regulations, the Charities (Accounts and Reports) Regulations 2008, to prepare the financial statements in accordance with the SORP 2005, in view of the fact that the SORP 2005 has been withdrawn, the Trustees determined to interpret this responsibility as requiring them to follow current best practice and prepare the accounts according to the FRS 102 SORP (Statement of Recommended Practice for Accounting and Reporting by Charities) 2015 (as amended by the Bulletin issued in February 2016) .

In particular, charity law requires the Trustees, if they prepare accounts on an accruals basis, to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity as at the end of the financial year and of the surplus or deficit of the charity. In preparing those financial statements the Trustees are required to :-

- to prepare the accounts in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law).
- select suitable accounting policies and apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business;
- state whether applicable accounting standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements;

The law requires that the trustees must not approve the accounts unless they are satisfied that they give a true and fair view of the state of affairs of the charity and of the surplus or deficit of the charity for the year.

The Trustees are also responsible for maintaining adequate accounting records which disclose with reasonable accuracy at any time the financial position of the charity and which are sufficient to show and explain the charity's transactions and enable them to ensure that the financial statements comply with regulations made under the Charities Act 2011. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Trustees are also responsible for the contents of the Trustees' report, and the statutory responsibility of the Independent Examiner in relation to the Trustees' report is limited to examining the report and ensuring that , on the face of the report, there are no material inconsistencies with the figures disclosed in the financial statements.

Approved by the Trustees on:

Signed by
In capacity as chair


.....

On

Gifted Women

Report of the Independent Examiner to the Trustees of the charity on the accounts for the period ended 30 September 2023

Respective responsibilities of the Trustees and the Independent Examiner

The charity's trustees are responsible for the preparation of the accounts in accordance with the Charities Act 2011 ("the Act").

The charity's trustees consider that an audit is not required for this year under section 144 of the Act and that an independent examination is needed. The charity's gross income did not exceed £250,000 and I am qualified to undertake the examination.

It is my responsibility to:-

- a) examine the accounts under Section 145 of the Act;
- b) follow the procedures in the General Directions given by the Charity Commission under section 145(5)(b) of the Act and;
- c) 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, Report and Opinion

In connection with my examination, no material matters have come to my attention which gives me cause to believe that in, any material respect:

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did 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.
- the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102))

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.

Harold Duckworth & Co Ltd
41 Houndiscombe Road
Mutley
Plymouth
PL4 6EX

Gifted Women**Profit and Loss account and Statement of financial activities
for the year ended 30 September 2023**

| | Notes | Unrestricted funds 2023 £ | Restricted funds 2023 £ | Total funds 2023 £ | Total funds 2022 £ |
|---|-------|------------------------------------|----------------------------------|-----------------------------|-----------------------------|
| Incoming resources | | | | | |
| Income from: | | | | | |
| <i>Donation:</i> | | | | | |
| Donations and gifts | 3 | 16,815 | 88,090 | 104,905 | 65,875 |
| Total income | | <u>16,815</u> | <u>88,090</u> | <u>104,905</u> | <u>65,875</u> |
| Expenditure on: | | | | | |
| Cost of operating the charity | 4 | (17,512) | (72,428) | (89,940) | (23,802) |
| Other expenditure and support cost | 5 | - | - | - | - |
| Total expenses | | <u>(17,512)</u> | <u>(72,428)</u> | <u>(89,940)</u> | <u>(23,802)</u> |
| Net income/expenditure | | (697) | 15,662 | 14,965 | 42,073 |
| Net movement in funds for the year | | <u>(697)</u> | <u>15,662</u> | <u>14,965</u> | <u>42,073</u> |
| <i>Reconciliation of Funds</i> | | | | | |
| Total funds at 30 September 2022 | | 3,406 | 38,667 | 42,073 | - |
| Total funds at 30 September 2023 | | <u>2,709</u> | <u>54,329</u> | <u>57,038</u> | <u>42,073</u> |

The statement of financial activities includes all gains and losses recognised in the year

All incoming resources and resources expended derive from continuing activities.

**Gifted Women
Balance Sheet
as at 30 September 2023**

| | Notes | Total 2023 £ | Total 2022 £ |
|---|-------|--------------------|--------------------|
| Fixed assets | | | |
| Tangible assets | 8 | 1,161 | - |
| | | <u>1,161</u> | <u>-</u> |
| Current assets | | | |
| Debtors | 9 | 11,863 | - |
| Cash at bank and in hand | | 44,109 | 42,472 |
| | | <u>55,972</u> | <u>42,472</u> |
| Creditors: amounts falling due within one year | 10 | (95) | (399) |
| Net current assets | | <u>55,877</u> | <u>42,073</u> |
| Total assets | | <u>57,038</u> | <u>42,073</u> |
| Unrestricted funds | | 2,709 | 3,406 |
| Restricted funds | | 54,329 | 38,667 |
| | | <u>57,038</u> | <u>42,073</u> |

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

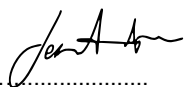
The members have not required the company to obtain an audit of its financial statements for the year ended 30 September 2023 in accordance with Section 476 of the Companies Act 2006

The trustees acknowledge their responsibilities for

- (a) ensuring that the charitable company keeps accounting records that comply with Sections 366 and 367 of the Companies Act 2006 and
- (b) 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 and were signed on its behalf by:



.....
Jenny Adjene
Chair

Gifted Women
Statement of cash flows
as at 30 September 2023

| | Total Funds £ | Prior year funds £ |
|---|------------------------------|-----------------------------------|
| Cash flows from operating activities: | | |
| Net cash provided by operating activities | A <u>3,185</u> | <u>42,472</u> |
| Cash flows from investing activities | | |
| Interest and dividends received | - | - |
| Purchase of property plant and equipment | <u>(1,548)</u> | <u>-</u> |
| Net cash used in investing activities | <u>(1,548)</u> | <u>-</u> |
| Cash flows from financing activities | | |
| Repayments of borrowing | <u>-</u> | <u>-</u> |
| Net cash used in financing activities | <u>-</u> | <u>-</u> |
| Change in cash and cash equivalents in reporting period | 1,637 | 42,472 |
| Cash and cash equivalents at the beginning of the reporting period | <u>42,472</u> | <u>-</u> |
| Cash and cash equivalents at the end of the reporting period | B <u>44,109</u> | <u>42,472</u> |

A Reconciliation of net income to net cash flow from operating activities

| | | |
|---|--------------|---------------|
| Net income for the year (as per the statement of financial activities) | 14,965 | 42,073 |
| Adjustments for: | | |
| Depreciation charges | 387 | - |
| (Increase)/decrease in debtors | (11,863) | - |
| Increase/(decrease) in creditors (excluding loans) | (304) | 399 |
| Net cash provided by operating activities | <u>3,185</u> | <u>42,472</u> |

B Analysis of cash and cash equivalents

| | | |
|--------------|---------------|---------------|
| Cash in hand | <u>44,109</u> | <u>42,472</u> |
|--------------|---------------|---------------|

Gifted Women
Notes to the Accounts
for the year ended 30 September 2023

1 Accounting policies

Accounting convention

The financial statements have been prepared under the historic cost convention, with the exception of investments which are included at fair value.

The accounts have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 and the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011 and UK Generally Accepted Practice as it applies from 1 January 2015.

Recognition of liabilities and expenditure

A liability, and the related expenditure, is recognised when a legal or constructive obligation exists as a result of a past event, and when it is more likely than not that a transfer of economic benefits will be required in settlement, and when the amount of the obligation can be measured or reliably estimated.

Liabilities arising from future funding commitments and constructive obligations, including performance related grants, where the timing or the amount of the future expenditure required to settle the obligation are uncertain, give rise to a provision in the accounts, which is reviewed at the accounting year end. The provision is increased to reflect any increases in liabilities, and is decreased by the utilisation of any provision within the period, and reversed if any provision is no longer required. These movements are charged or credited to the respective funds and activities to which the provision relates.

Debtors

Short term debtors are measured at transaction price (which is usually the invoice price), less any impairment losses for bad and doubtful debts. Loans and other financial assets are initially recognised at transaction price including any transaction costs and subsequently measured at amortised cost determined using the effective interest method, less any impairment losses for bad and doubtful debts.

Provisions

Provisions (i.e. liabilities of uncertain timing or amount) are recognised when there is an obligation at the reporting date as a result of a past event, it is probable that economic benefit will be transferred to settle the obligation and the amount of the obligation can be estimated reliably.

Cash and bank balances

Cash held by the charity is included at the amount actually held and counted at the year end. Bank balances, whether in credit or overdrawn, are shown at the amounts properly reconciled to the bank statements.

Incoming resources

Donations

All donations are recorded in the statement of financial activities in the year in which they are received. Assets donated to the charity are capitalised at the cost it is estimated the charity would have incurred if the asset were purchased.

Interest receivable

Interest is included when received by the charity.

Gifted Women
Notes to the Accounts
for the year ended 30 September 2023

Charitable activities

All other income from Charitable Activities is recorded in the statement of financial activities in the year in which they are received.

Resources expended

Costs of operating the charity

These are the direct costs of running the charity.

Fund accounting

Funds held by the charity are either:

Unrestricted general funds

These are funds which can be used in accordance with the charitable objects at the discretion of the trustees.

Restricted funds

These are funds that 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 purposes.

2 Legal status of the charity

The charity is a Charitable Incorporated Organisation. The liability of each member in the event of winding up is limited to £1.

3 Donations and legacies

| | Unrestricted funds 2023 £ | Restricted funds 2023 £ | Total 2023 £ | Total 2022 £ |
|-----------|--|--|-----------------------------|-----------------------------|
| Donations | 16,815 | 88,090 | 104,905 | 65,875 |
| | <u>16,815</u> | <u>88,090</u> | <u>104,905</u> | <u>65,875</u> |

Gifted Women
Notes to the Accounts
for the year ended 30 September 2023

4 Cost of operating the charity

| | Unrestricted funds 2023 £ | Restricted funds 2022 £ | Total 2023 £ | Total 2022 £ |
|-----------------------------------|--|--|-----------------------------|-----------------------------|
| Salaries and wages | 817 | 38,255 | 39,072 | - |
| DBS Checks | 332 | - | 332 | 302 |
| Resources | - | 3,789 | 3,789 | 11,429 |
| External facilitation | - | 15,089 | 15,089 | - |
| Other direct costs | - | 9,035 | 9,035 | - |
| Venue hire | - | 3,102 | 3,102 | 2,549 |
| Rent | 525 | 311 | 836 | - |
| Insurance | 556 | - | 556 | 250 |
| | <u>2,230</u> | <u>69,581</u> | <u>71,811</u> | <u>14,530</u> |
| Administration costs (see note 4) | 15,282 | 2,847 | 18,129 | 9,272 |
| | <u>17,512</u> | <u>72,428</u> | <u>89,940</u> | <u>23,802</u> |

Gifted Women
Notes to the Accounts
for the year ended 30 September 2023

5 Other expenditure and support costs

| | Unrestricted funds 2023 £ | Restricted funds 2023 £ | Total 2023 £ | Total 2022 £ |
|--|------------------------------------|----------------------------------|--------------------|--------------------|
| Wages and salaries | 7,000 | - | 7,000 | 5,339 |
| Staff training | 1,765 | - | 1,765 | 3,364 |
| Staff welfare | 800 | - | 800 | - |
| Pension costs | 836 | - | 836 | - |
| Telephone and internet | 723 | - | 723 | 119 |
| Entertainment | 93 | 256 | 349 | - |
| Subscriptions | 50 | - | 50 | - |
| Bank charges and interest | 82 | - | 82 | - |
| Independent examiner | 756 | - | 756 | 409 |
| Travel and refreshments | 288 | 2,288 | 2,576 | 41 |
| Advertising and marketing | 1,034 | 6 | 1,040 | - |
| Depreciation | 387 | - | 387 | - |
| Printing, postage and stationery | 32 | 8 | 40 | - |
| Repairs and maintenance | 35 | - | 35 | - |
| IT software and consumables | 463 | - | 463 | - |
| Motor expenses | - | 289 | 289 | - |
| Legal and professional | 938 | - | 938 | - |
| | <u>15,282</u> | <u>2,847</u> | <u>18,129</u> | <u>9,272</u> |
| Applied to charitable activities (See note 4 above) | (15,282) | (2,847) | (18,129) | (9,272) |
| | <u>-</u> | <u>-</u> | <u>-</u> | <u>-</u> |

-

6 Staff costs

| | 2023 £ | 2022 £ |
|-------------------|---------------|--------------|
| Staff costs | 46,072 | 5,339 |
| Pension costs | 836 | - |
| Other staff costs | 2,565 | 3,364 |
| | <u>49,473</u> | <u>8,703</u> |

Staff costs relate to the reimbursement of another charity for use of one of their staff members. The charity does not pay any staff directly and therefore there are no wage payments made. No staff are paid more than £60,000.

Gifted Women
Notes to the Accounts
for the year ended 30 September 2023

7 Trustees' remuneration and benefits

There were no trustees' remuneration or other benefits for the year ended 30 September 2023 nor for the year ended 30 September 2022

There were no trustees' expenses paid for the year ended 30 September 2023 nor for the year ended 30 September 2022

8 Tangible fixed assets

| | Computer Equipment | Total |
|------------------------|-------------------------------|--------------|
| | £ | £ |
| Cost | | |
| At 1 October 2022 | - | - |
| Additions | 1,548 | 1,548 |
| Disposals | - | - |
| At 30 September 2023 | <u>1,548</u> | <u>1,548</u> |
| Depreciation | | |
| At 1 October 2022 | - | - |
| Charge for the year | 387 | 387 |
| Surplus on revaluation | - | - |
| Withdrawn | - | - |
| At 30 September 2023 | <u>387</u> | <u>387</u> |
| Net book value | | |
| At 30 September 2023 | <u>1,161</u> | <u>1,161</u> |
| At 30 September 2022 | <u>-</u> | <u>-</u> |

9 Debtors

| | 2023 | 2022 |
|---------------|---------------|-------------|
| | £ | £ |
| Trade debtors | 10,795 | - |
| Other debtors | 1,068 | - |
| | <u>11,863</u> | <u>-</u> |

10 Creditors: amounts falling due within one year

| | 2023 | 2022 |
|-----------------|-------------|-------------|
| | £ | £ |
| Trade creditors | 2 | - |
| Other creditors | 93 | 399 |
| | <u>95</u> | <u>399</u> |

Gifted Women
Notes to the Accounts
for the year ended 30 September 2023

11 Movement in funds

| | At 1.10.22 | Income | Expenditure | At 30.09.23 |
|--------------------------------------|-------------------|----------------|--------------------|--------------------|
| | £ | £ | £ | £ |
| Unrestricted | 3,406 | 16,815 | 17,512 | 2,709 |
| Restricted: | | | | |
| Tampon Tax Fund (via Trevi House) | 9,027 | - | 7,218 | 1,809 |
| National Lottery Awards for All | 9,999 | - | 9,999 | - |
| Project Co-Ordinator | 14,360 | - | 10,989 | 3,371 |
| Petroc 1 | 3,807 | - | 3,807 | - |
| Petroc 2 | 1,474 | 3,855 | 5,329 | - |
| Employability Programme | - | 39,595 | - | 39,595 |
| The Rank Foundation (Monday Drop-in) | - | 12,540 | 12,540 | - |
| Peer to Peer | - | 5,000 | 5,000 | - |
| Time 2 Shine 2023 | - | 24,870 | 15,685 | 9,185 |
| ACTS 435 | - | 1,430 | 1,416 | 14 |
| Warm Space Funding | - | 800 | 445 | 355 |
| | <u>42,073</u> | <u>104,905</u> | <u>89,940</u> | <u>57,038</u> |

12 Independent Examiner's Remuneration

The Appointed accountants fees in relation to the preparation of accounts and indepent examination were £396 (2022 £409). There was a further £360 raised in relation to meetings regarding the accounts preparation and breaking down the reserves correctly.

13 Controlling party

The charity is controlled by the trustees.