

Charity Registered number  
1195795

# **Gifted Women**

Annual Accounts

30 September 2025

**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
Caroline Danks	Trustee	Appointed 01/02/2024
Katie Sperring	Trustee	Appointed 05/07/2023
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  
The Apex  
Derriford Business Park  
Derriford  
PL6 5FL

**Charity number**

1195795 Registered in England and Wales

**Gifted Women**  
**Statement of Trustees' Responsibilities**  
**for the year ended 30 September 2025**

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to prepare the financial statements in accordance with the SORP 2005, in view of the fact that the SORP 2005 has been withdrawn, the Trustees determined to interpret this responsibility as requiring them to follow current best practice and prepare the accounts according to the FRS 102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: 23rd January  
2026

Signed by Jenny  
In capacity as chair Adjene

On 23rd January  
2026

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## **Gifted Women**

### **Report of the Independent Examiner to the Trustees of the charity on the accounts for the period ended 30 September 2025**

#### **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.

*Tayler Doyle*

Harold Duckworth & Co Ltd  
The Apex  
Derriford Business Park  
Derriford  
PL6 5FL

**Gifted Women**  
**Profit and Loss account and Statement of financial activities**  
**for the year ended 30 September 2025**

	Notes	Unrestricted funds 2025 £	Restricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
<b>Incoming resources</b>					
<b>Income from:</b>					
<i>Donation:</i>					
Donations and gifts	3	70,073	131,475	201,548	192,701
Interest receivable		2,160	-	2,160	521
<b>Total income</b>		<u>72,233</u>	<u>131,475</u>	<u>203,708</u>	<u>193,222</u>
<b>Expenditure on:</b>					
Cost of operating the charity	4	(21,535)	(138,931)	(160,466)	(124,779)
Other expenditure and support costs	5	-	-	-	-
<b>Total expenses</b>		<u>(21,535)</u>	<u>(138,931)</u>	<u>(160,466)</u>	<u>(124,779)</u>
<b>Net income/expenditure</b>		50,698	(7,456)	43,242	68,443
<b>Net movement in funds for the year</b>		<u>50,698</u>	<u>(7,456)</u>	<u>43,242</u>	<u>68,443</u>
<i>Reconciliation of Funds</i>					
<b>Total funds at 30 September 2024</b>		15,114	110,367	125,481	57,038
<b>Total funds at 30 September 2025</b>		<u>65,812</u>	<u>102,911</u>	<u>168,723</u>	<u>125,481</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 2025**

	Notes	Total 2025 £	Total 2024 £
<b>Fixed assets</b>			
Tangible assets	8	913	774
		<u>913</u>	<u>774</u>
<b>Current assets</b>			
Debtors	9	1,359	795
Cash at bank and in hand		169,334	125,083
		<u>170,693</u>	<u>125,878</u>
<b>Creditors: amounts falling due within one year</b>	10	(2,883)	(1,171)
<b>Net current assets</b>		<u>167,810</u>	<u>124,707</u>
<b>Total assets</b>		<u>168,723</u>	<u>125,481</u>
<b>Unrestricted funds</b>		65,812	15,114
<b>Restricted funds</b>		102,911	110,367
		<u>168,723</u>	<u>125,481</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 30 September 2025.

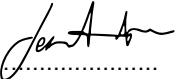
The members have not required the company to obtain an audit of its financial statements for the year ended 30 September 2025 in accordance with Section 476 of the Companies Act 2006

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 23/1/26 and were signed on its behalf by:

  
Jenny Adjene  
Chair

Richard Greaves,  
Treasurer



**Gifted Women**  
**Statement of cash flows**  
**as at 30 September 2025**

	<b>Total Funds £</b>	<b>Prior year funds £</b>
<b>Cash flows from operating activities:</b>		
<b>Net cash provided by operating activities</b>	<b>A</b> <u>42,792</u>	<u>80,453</u>
<b>Cash flows from investing activities</b>		
Interest and dividends received	2,160	521
Purchase of property plant and equipment	<u>(701)</u>	<u>-</u>
<b>Net cash used in financing activities</b>	<u>1,459</u>	<u>521</u>
<b>Cash flows from financing activities</b>		
Repayments of borrowing	<u>-</u>	<u>-</u>
<b>Net cash used in financing activities</b>	<u>-</u>	<u>-</u>
 <b>Change in cash and cash equivalents in reporting period</b>	 44,251	 80,974
<b>Cash and cash equivalents at the beginning of the reporting period</b>	<u>125,083</u>	<u>44,109</u>
<b>Cash and cash equivalents at the end of the reporting period</b>	<b>B</b> <u>169,334</u>	<u>125,083</u>

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

<b>Net income for the year (as per the statement of financial activities)</b>	43,242	68,443
<b>Adjustments for:</b>		
Depreciation charges	562	387
Interest and dividends from investments	(2,160)	(521)
(Increase)/decrease in debtors	(564)	11,068
Increase/(decrease) in creditors (excluding loans)	1,712	1,076
<b>Net cash provided by operating activities</b>	<u>42,792</u>	<u>80,453</u>

**B Analysis of cash and cash equivalents**

Cash in hand	<u>169,334</u>	<u>125,083</u>
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**Gifted Women**  
**Notes to the Accounts**  
**for the year ended 30 September 2025**

**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.

***Charitable activities***

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



**Gifted Women**  
**Notes to the Accounts**  
**for the year ended 30 September 2025**

**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**

	<b>Unrestricted funds 2025 £</b>	<b>Restricted funds 2025 £</b>	<b>Total 2025 £</b>	<b>Total 2024 £</b>
Donations	70,073	131,475	201,548	192,701
	<u>70,073</u>	<u>131,475</u>	<u>201,548</u>	<u>192,701</u>

**Gifted Women**  
**Notes to the Accounts**  
**for the year ended 30 September 2025**

**4 Cost of operating the charity**

	<b>Unrestricted funds 2025 £</b>	<b>Restricted funds 2025 £</b>	<b>Total 2025 £</b>	<b>Total 2024 £</b>
Salaries and wages	-	89,956	89,956	57,794
DBS Checks	-	7	7	-
Resources	-	3,946	3,946	2,760
External facilitation	-	2,231	2,231	573
Other direct costs	-	12,719	12,719	18,221
Venue hire	-	2,798	2,798	2,962
Rent	-	8,843	8,843	3,690
Insurance	-	676	676	670
	-	121,176	121,176	86,670
Administration costs (see note 5)	4,833	34,457	39,290	38,109
Transfer between funds	16,702	(16,702)		
	<u>21,535</u>	<u>138,931</u>	<u>160,466</u>	<u>124,779</u>

A transfer of £16,702 was made from unrestricted funds to restricted funds to rectify historical miscoding of expenditure. This adjustment ensures that the fund balances accurately reflect the specific purposes for which the income was received, in accordance with the charity's accounting policies.purposes and maintains the charity's compliance with donor restrictions.

**Gifted Women**  
**Notes to the Accounts**  
**for the year ended 30 September 2025**

**5 Other expenditure and support costs**

	<b>Unrestricted funds 2025 £</b>	<b>Restricted funds 2025 £</b>	<b>Total 2025 £</b>	<b>Total 2024 £</b>
Wages and salaries	-	-	-	11,669
Staff training	-	1,310	1,310	1,185
Staff welfare	286	2,335	2,621	2,407
Pension costs	3,155	-	3,155	1,787
Employers NI	-	1,284	1,284	-
Telephone and internet	-	1,664	1,664	1,675
Entertainment	437	-	437	7
Subscriptions	-	70	70	129
Bank charges and interest	-	967	967	521
Independent examiner	-	1,232	1,232	1,240
Travel and refreshments	-	614	614	2,144
Advertising and marketing	-	22,621	22,621	3,389
Depreciation	562	-	562	387
Printing, postage and stationery	-	85	85	9
Repairs and maintenance	-	79	79	235
IT software and consumables	393	2,196	2,589	1,626
Legal and professional	-	-	-	9,699
	<u>4,833</u>	<u>34,457</u>	<u>39,290</u>	<u>38,109</u>
Applied to charitable activities (See note 4 above)	(4,833)	(34,457)	(39,290)	(38,109)
	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>

**6 Staff costs**

	<b>2025 £</b>	<b>2024 £</b>
Staff costs	89,956	69,463
Pension costs	3,155	1,787
Employers NI	1,284	-
Other staff costs	<u>3,931</u>	<u>3,592</u>
	<u>98,326</u>	<u>74,842</u>

No staff are paid more than £60,000.

**Gifted Women**  
**Notes to the Accounts**  
**for the year ended 30 September 2025**

**7 Trustees' remuneration and benefits**

There were no trustees' remuneration or other benefits for the year ended 30 September 2025 nor for the year ended 30 September 2024

There were no trustees' expenses paid for the year ended 30 September 2025 nor for the year ended 30 September 2024

**8 Tangible fixed assets**

	<b>Computer Equipment</b>	<b>Total</b>
	<b>£</b>	<b>£</b>
<b>Cost</b>		
At 1 October 2024	1,548	1,548
Additions	701	701
Disposals	-	-
At 30 September 2025	<u>2,249</u>	<u>2,249</u>
<b>Depreciation</b>		
At 1 October 2024	774	774
Charge for the year	562	562
Surplus on revaluation	-	-
Withdrawn	-	-
At 30 September 2025	<u>1,336</u>	<u>1,336</u>
<b>Net book value</b>		
At 30 September 2025	<u>913</u>	<u>913</u>
At 30 September 2024	<u>774</u>	<u>774</u>
<b>9 Debtors</b>	<b>2025</b>	<b>2024</b>
	<b>£</b>	<b>£</b>
Other debtors	1,359	795
	<u>1,359</u>	<u>795</u>
<b>10 Creditors: amounts falling due within one year</b>	<b>2025</b>	<b>2024</b>
	<b>£</b>	<b>£</b>
Other taxes and social security costs	1,191	742
Other creditors	1,692	429
	<u>2,883</u>	<u>1,171</u>

**Gifted Women**  
**Notes to the Accounts**  
**for the year ended 30 September 2025**

**11 Movement in funds**

	At 1.10.24 £	Income £	Expenditure £	At 30.09.25 £
<b>Unrestricted</b>	15,114	72,233	21,535	65,812
<b>Restricted:</b>				
Employability Programme	110,114	55,598	62,801	102,911
Restricted overhead	253	75,877	76,130	-
	<u>125,481</u>	<u>203,708</u>	<u>160,466</u>	<u>168,723</u>

**12 Independent Examiner's Remuneration**

The appointed accountants fees in relation to the preparation of accounts and indepent examination were £600 (2024 £605).

**13 Accounting Policy Change - Classification of Consultancy Costs**

During the year ended 30 September 2025, the charity reclassified consultancy costs relating to fundraising activities from legal and professional costs to advertising and marketing expenditure. This change in presentation better reflects the nature and purpose of these costs. In the prior year ended 30 September 2024, these costs totalling £9,699 were included within legal and professional costs. The comparative figures have not been restated as the impact is not considered material to the overall understanding of the financial statements. This reclassification has no impact on the charity's total expenditure or net movement in funds for either year.

**14 Controlling party**

The charity is controlled by the trustees.

**15 Related party disclosure**

There were no related party transactions for the year ended 30 September 2025.

**16 Prior Period Adjustment - Reserve Funds**

The opening balances of the reserve funds have been restated to more accurately reflect the fund balances brought forward from the prior period. This adjustment corrects the classification of funds and ensures the opening position properly represents the charity's financial position at the start of the year. The restatement had no impact on the charity's total funds or net movement in funds for the prior year.

Fund	As previously stated	Restated	Adjustment
Employability Programme	66,377	110,114	43,737
Restricted overhead	43,990	253	(43,737)
Unrestricted	15,114	15,114	-
	<u>125,481</u>	<u>125,481</u>	<u>-</u>

# TRUSTEE ANNUAL REPORT

Unlocking doors to employment for women overcoming multiple disadvantage

1ST OCTOBER 2024 – 30TH SEPTEMBER 2025



***“When I first attended Gifted Women I was still wearing my armour, but the women accepted me straight away and helped me take that armour off... Gifted Women is much more than just women looking for work. It’s the first place I laughed from genuine happiness.”***

[www.giftedwomen.org.uk](http://www.giftedwomen.org.uk)  
Gifted Women - Registered Charity 1195795

## Supported by



**COMMUNITY  
FUND**



**CHARITABLE  
TRUST**



**THE  
ALBERT HUNT  
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**Trusthouse**  
Charitable Foundation



**Garfield Weston  
FOUNDATION**



**PCC**  
Office of the Police and  
Crime Commissioner  
Devon and Cornwall



**THE  
NORMAN FAMILY  
TRUST**



**THE  
DAVID  
GIBBONS  
FOUNDATION**

## GIFTED WOMEN

### Trustees' Annual Report

For the year ended 30 September 2025

#### Reference and Administrative Details

Charity Name: Gifted Women

Charity Registration Number: 1195795

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

#### Trustees:

- Jenny Adjene (Chairperson) - Appointed 13/09/2021
- Caroline Danks (Trustee) - Appointed 01/02/2024
- Katie Sperring (Trustee) - Appointed 05/07/2023
- Julie Howes (Trustee) - Appointed 02/01/2022
- Richard Greaves (Trustee/Treasurer) - Appointed 13/09/2021
- Dr Mary Embleton (Trustee) - Appointed 13/09/2021

Chief Executive Officer: Lucy Linn

Independent Examiner: Harold Duckworth & Co Ltd. The Apex, Derriford Business Park, Derriford PL6 5FL

#### Structure, Governance and Management

##### Organisational Structure

Gifted Women is a Charitable Incorporated Organisation (CIO), created on 13 September 2021 and registered with the Charity Commission. The charity is governed by a Board of Trustees who meet regularly to oversee the strategic direction and ensure effective governance of the organisation.

##### Recruitment and Appointment of Trustees

Trustees are recruited through open advertisement and informal networks within the sector. We seek individuals who bring diverse skills and experiences that complement our board's collective expertise. All new trustees undergo an induction process to familiarise themselves with the charity's work, governance responsibilities, and the regulatory framework within which we operate.

##### Trustee Training and Support

Trustees receive ongoing support and training relevant to their roles, including updates on charity governance, legal responsibilities, and sector developments. We ensure trustees have access to relevant Charity Commission guidance and sector resources.

#### Objectives and Activities

##### Charitable Purposes

Gifted Women exists to unlock doors to employment for women overcoming multiple disadvantage in Plymouth.

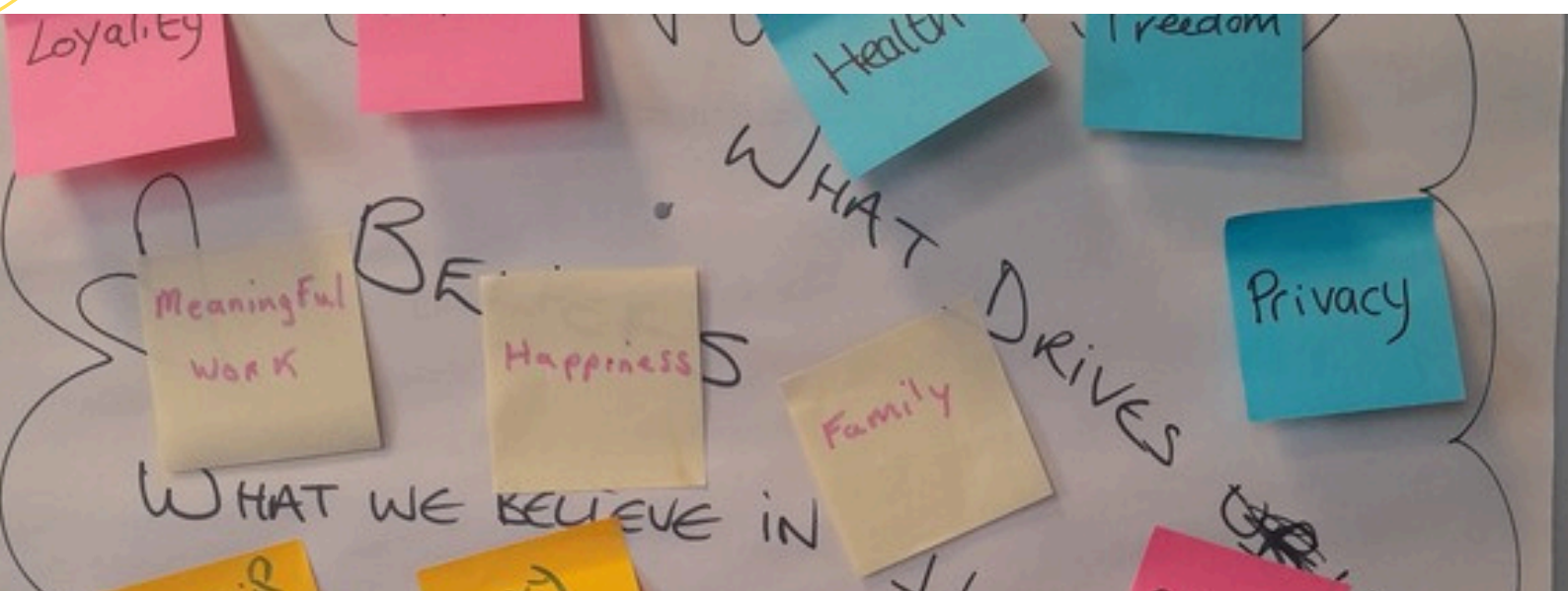
##### Our charitable purposes are:

To relieve the needs of women in Plymouth who are experiencing multiple disadvantage (including but not limited to homelessness, domestic abuse, criminal justice involvement, problematic substance use, and mental ill health) by providing trauma-informed employability support, skills development, and pathways into sustainable employment.

# Executive Summary

**2024-2025 has been about growth, learning, and building stronger foundations. We've made significant progress in some areas whilst facing honest challenges in others. Here's what defined this year:**

- We welcomed 32 new women this year, and supported 87 women in total across the last 2 years. Women joined us facing multiple, intersecting barriers including criminal justice involvement (24%), homelessness (67%), domestic abuse (76%), mental ill health (76%), and problematic substance use (55%).
- Our standout achievement: dramatically improved employment outcomes. 43% of women moved into paid employment within 18 months (up from 26% in Year 1), and 58% completed work experience placements (up from 26%). These statistics represent women earning their own income, building stability, and shaping their own futures.
- Our biggest challenge was mental health. Course completion dropped to 71% from 88%. Our current model isn't always equipped to support women through mental health crises, meaning some women had to step back before they were ready.
- What we're changing for Year 3: we're making mental health support central to our work. We've secured £30,000 from the Rank Foundation to pilot trauma-stabilisation support, crisis intervention, and culturally responsive counselling. We're also strengthening our referral pathways after partnership changes, reviewing our peer mentor programme, and developing our 3-year strategy under new CEO leadership.



## Public Benefit Statement

*The trustees confirm they have complied with their duty under the Charities Act 2011 to have due regard to the Charity Commission's guidance on public benefit. All our activities are focused on supporting women experiencing multiple disadvantage in Plymouth - a group facing significant barriers to employment and social inclusion.*

*Our work delivers clear public benefit by:*

- *Helping women move from crisis and instability into sustainable employment*
- *Reducing dependency on state benefits and emergency services*
- *Breaking cycles of disadvantage that affect women and their families*
- *Creating safer, more stable communities*

*Our services are accessible to all women who meet our criteria of experiencing multiple disadvantage, regardless of their ability to pay. We do not charge for any of our services.*





# Foreword from our Chair

***Year 2 represents a pivotal period in Gifted Women's development, marked by significant organisational maturation and a crucial transition in governance structure.***

As Founder and Chair, this year required me to fundamentally redefine my role within the organisation. The transition from operational involvement to pure governance oversight is perhaps one of the most challenging shifts a Founder must navigate. In October, when Lucy Linn stepped into the role of Chief Executive Officer, this transition became concrete reality.

Good governance means stepping back from day-to-day operations while staying close enough to understand the bigger picture and make informed decisions. The Board's role is to provide oversight, challenge assumptions constructively, and ensure the organisation remains true to its charitable purposes whilst adapting to meet changing needs. This year has been about establishing those boundaries clearly.

What remains unchanged is the Board's unwavering commitment to our mission. The women we supported this year faced profound and intersecting barriers - criminal justice involvement, problematic substance use, homelessness, domestic abuse and more. Traditional employment support is not designed for women navigating such complexity. Our specialist, trauma-informed approach addresses this gap.

This year's outcomes demonstrate the value of our model. Employment outcomes increased from 26% to 43%, and work experience placements rose from 26% to 58%. Whilst we have not yet achieved our 60% employment target, we view this trajectory as significant progress in working with women who are furthest from the labour market.

The Board acknowledges the ongoing challenges we face, particularly in mental health support and referral pathway sustainability. Our response - securing £30,000 from the Rank Foundation for trauma-stabilisation services and reviewing our peer mentoring infrastructure - demonstrates our commitment to continuous improvement based on evidence and learning.

As we approach the final year of our National Lottery Community Fund grant, the Board's focus is firmly on financial sustainability and strategic planning. Under Lucy's leadership, we will develop a comprehensive three-year strategy to ensure Gifted Women can continue serving women experiencing multiple disadvantage well beyond October 2026.

On behalf of the Board of Trustees, I extend our sincere gratitude to all of our funders, our partners, staff, volunteers, and the Lived Experience Advisory Board. Most importantly, we thank the women who trust us with their journeys towards employment and stability. The future is yours to shape.

*Jenny Adjene*

Founder & Chair of Trustees

# Values

Our work is guided by six trauma-informed values that shape everything we do: Safety, Trust, Choice, Collaboration, Empowerment, and Joy.

## Safety

We prioritise creating a space where women feel physically and emotionally safe, with language and approaches carefully considered to avoid re-traumatisation.

## Trust

We build relationships based on transparency, reliability, and honesty, following through on commitments and never overpromising. Trust is earned and not assumed.

## Choice

We recognise that each woman is the expert in her own life. Women have control over decisions that affect them, and we respect individual choices without pressure.

## Collaboration

We work as equal partners, valuing both lived and learned experience. Peer support is embedded in our approach, recognising the strength of community and shared understanding.

## Empowerment

We listen, validate experiences, and support women in exercising their rights and making choices that are right for them, providing tools they need to continue their journey beyond their time with us.

“

*I am worthy of believing in myself. I'm a good woman who has value, empathy and love - this is valuable. I am not a failure.”*

## Joy

We believe in finding moments of joy in the process. Laughter is healing, and we create an environment where women can experience encouragement, celebration, and a renewed sense of self-worth.



# What We Delivered This Year

This year, we evolved our service model to better meet women's needs, moving from fixed 12-week cohorts to a rolling programme. This means women can join when they're ready and progress at their own pace - a crucial shift that recognises recovery and readiness don't follow a fixed timetable.

## Our Core Activities:

**Flourish Programme** - Our 12-week employability course ran continuously throughout the year with 48 sessions delivered. Women work through topics including communication, self-esteem, self-care, transferrable skills, action planning, stress management, and interview preparation in an accessible, trauma-informed way.

**Weekly Social Drop-In** - 48 sessions delivered with an average of 14 women attending. This space sees women come together to build connection and community through the highs and lows. Activities varied from games and arts and crafts to guest speakers, food, music, and friendship.

**Weekly Employability Drop-In** - Launched in September 2024, this new service ran 48 sessions with an average of 3-4 women attending. This hands-on space gives women practical support with CVs, job searches, applications, interview practice, and disclosing criminal convictions - moving from 'learning about' to 'actively doing.'

NEW

**Vision 2 Venture** - We launched this 'test and learn' programme for women wanting to pursue self-employment and entrepreneurship, opening up alternative pathways to financial independence.

NEW

**Work experience placements** - Arranging opportunities in local businesses where women could build skills and confidence in real-world settings.

**One-to-one employability support** - Working with women to overcome barriers outside the group setting, including emotional and practical support as women move towards and into employment (this includes support with transport costs, appropriate clothing, photo ID, digital tools and building confidence.)

## Additionally:

**Enrichment activities** - 20 different sessions took place including workplace tours, visits to cultural exhibitions, and collaborations with other organisations - broadening horizons and building connections beyond our own setting.

**Kaleidoscope** - 9 sessions delivered - a protected space for women of colour at Gifted Women. Kaleidoscope recognises the intersectional barriers faced by racially minoritised women and cultivates a deeper sense of belonging and supporting the employability journey.

NEW



## Overcoming Multiple Disadvantage

Multiple disadvantage is defined by the National Lottery Community Fund as experience of two or more of: homelessness, problematic substance use, contact with the criminal justice system, and mental ill health - though many women also face other significant barriers. The women who worked with us this year were overcoming:

67%

### Homelessness:

Two-thirds had experienced homelessness, whether rough sleeping, staying in hostels, sofa surfing, or living in temporary or unsafe accommodation.

55%

### Problematic substance use:

Over half had been impacted by problematic substance use, with many in early recovery.

24%

### Contact with the criminal justice system:

Nearly a quarter had been in contact with the justice system, carrying the additional barriers of criminal convictions and the surrounding stigma.

76%

### Mental ill health:

Three-quarters of women were navigating mental health challenges, most commonly depression, anxiety, borderline personality disorder, PTSD/CPTSD, and bipolar disorder.

76%

### Domestic abuse:

Three-quarters of women had experienced domestic abuse, which is closely linked to homelessness, substance use, mental ill health, and poverty.

33%

### Removal of children:

A third of women had experienced the trauma of having their children removed with a number of others going through the family courts.

These experiences don't exist in isolation. They intersect, compound, and create complex barriers to employment. Stigma, poverty, lack of stable housing, gaps in work history, and difficulty accessing services all make the path to employment longer and harder.

But barriers aren't the whole story. Every woman who came to Gifted Women brought skills, determination, and hope for a different future. Our job was to help remove the obstacles standing in their way.



# Impact in Numbers

**32 new women started the programme this year**



The following outcomes track women's progress within an 18-month timeframe from when they first accessed our services.

**71% of women completed the Flourish Course**

**58% of women completed a work experience placement**

**43% of women moved into paid employment**



*"I was nervous to try something new but everyone there was so understanding and lovely. It gave me a sense of achievement and helped me gain self-esteem."*

## Women on work experience placements



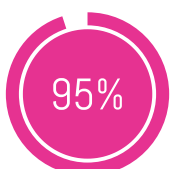
## The Bigger Picture

We've made significant progress this year. More women are completing work placements and moving into employment than before. We're learning what works, adapting our model, and building something sustainable. Employment outcomes don't capture the full picture. Many women are progressing along alternative pathways that can lead to sustainable careers: including women training to become qualified teaching assistants, women on lived experience professional pathways, women pursuing self-employment and women completing university degrees.



*"I can't believe I'm working and in Uni. Somehow it all feels manageable and achievable. I'll forever be thankful for everything Gifted Women have done for me - your gentle pushing to challenge myself has been life-changing."*

### Confidence, Hope and Purpose



#### 95% felt more ready for employment

Almost all women reported feeling more prepared for the workplace after completing our programme. This wasn't just about CVs and interview skills - it was about believing they belonged in a workplace, that they had something valuable to offer, and that employment was possible.

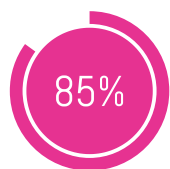


#### 90% reported increased confidence

Confidence is fundamental. Many women arrive at Gifted Women after years of being told - implicitly or explicitly - that they're not good enough, not employable, not worthy. 90% left feeling more confident in themselves and their abilities.



*"It's 12 months today since I was sectioned. I've come a very long way and learned to finally love myself. Please thank everyone at Gifted Women for helping me get here."*



#### 85% felt they had more support around them

Building a support network is crucial for sustaining change. 85% of women reported feeling they had more people around them - whether that's the Gifted Women community, new friendships formed in groups, connections to other services, or simply knowing there's somewhere they can come back to.



*It has given me a reason to get up and out, it's helped with my self-esteem and to also make new friendships. I'm forever thankful to everyone here for their support and kindness."*

75%

**75% felt they had more purpose**

Three-quarters of women reported feeling they had more purpose - a sense of direction, goals to work towards, and a reason to keep moving forward. Purpose isn't just about having a job; it's about seeing a future worth building.

70%

**70% felt more hopeful for the future**

Hope can feel like a luxury when you're in survival mode. 70% of women left feeling more hopeful about their futures - proof that change is possible and that better days lie ahead.

“

*"I now see a promising future when I'd lost hope and any belief in myself."*

60%

**60% reported improvements in knowing what they want to do**

This is our biggest gap. Only 60% of women felt clearer about what they wanted to do for work - well below our 90% target.

**What these outcomes show**

These outcomes show that our work is having a real impact on women's wellbeing, confidence, and readiness for employment. While not every woman moved into paid work within 18 months, the vast majority left feeling stronger, more supported, and better equipped for whatever comes next.

As one woman beautifully expressed:

“

*"Through this programme, I've started to rebuild my confidence, see my strengths, and believe in the possibility of a future that suits me - not just surviving, but actually contributing again."*

Gifted Women Pop Up Shop, raising £11k in unrestricted funds and giving women valuable work experience





# Barriers Removed – Practical Support Provided

Employment isn't just about skills and confidence - practical barriers like transport costs, lack of equipment, and appropriate clothing can be the difference between getting the job and never having the chance. This year, we provided:

## 1000 Bus Passes

Transport is one of the biggest barriers women face. Whether it's getting to our groups, attending work placements, or going to job interviews, the cost of travel can make participation impossible. We provided approximately 1,000 day rider bus passes throughout the year, ensuring women could access our support, their work experience placements, and interviews without worrying about the £6 fare.

## 14 digital devices (laptops and phones)

In 2025, being digitally excluded means being excluded from employment. Job applications are online, emails are essential, and many roles require basic computer skills. We provided 14 laptops and smartphones so that women could stay connected, access online courses, apply for jobs, and participate fully in modern life.

## Photo ID x 3

Photo ID is essential for employment - but obtaining it costs money and requires documents many women don't have easy access to. We funded and supported 3 women to acquire photo ID, removing a fundamental barrier to starting work.

## Workwear x 13

Turning up to a work placement or interview in appropriate clothing shouldn't be a barrier - but when you're living in poverty, buying work clothes isn't a priority. We provided funding or clothing to 13 women so they could present themselves professionally and confidently.

### Volunteer Passport Training Sessions with Changing Futures





# This Year's Innovations – *Building on What We've Learnt*

This year saw significant service evolution as we responded to what women told us they needed and adapted our model based on last year's learning. These innovations demonstrate our commitment to being responsive, woman-led, and constantly improving.

## Weekly Employability Drop-In

**Launched: September 2024** - At the time of our previous report, this was brand new. Twelve months on, it's become an essential part of our offer. This hands-on, practical space gives women somewhere to come when they're actively 'doing' rather than 'learning about' - applying for jobs, searching for opportunities, practising for interviews, completing coursework, applying for bus passes and photo ID, and getting help with benefits applications. The drop-in runs weekly with an average of 3-4 women attending each session. Whilst numbers are modest, the impact is significant - women get real-time support with the practical tasks that can feel overwhelming when done alone. Impact: Contributing to our improved work experience (58%) and employment (43%) outcomes compared to last year.

## Kaleidoscope - Protected Space for Women of Colour

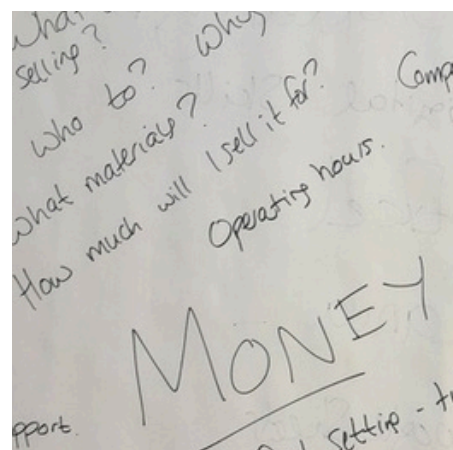
**Launched in Q1 2024**, Kaleidoscope is a monthly group created by and for women of colour at Gifted Women, facilitated by Amie, a mixed-race Black woman with lived and professional experience in recovery services. Black and minoritised women face unique barriers — from racism and discrimination to isolation and lack of trust in mainstream services. Kaleidoscope provides a protected, affirming space where women can bring their whole selves, share experiences, and resource joy and belonging. 9 sessions were delivered with 6 participants, each describing the space as vital for connection and confidence. Kaleidoscope has supported Gifted Women to build deeper trust with racially minoritised communities in Plymouth and has laid the groundwork for a more culturally responsive, anti-racist organisation.



**Kaleidoscope Group**

## Vision 2 Venture (V2V) - Self-Employment Programme

**Launched in September 2025** in partnership with SHE Plymouth and Sisters Talk, Vision 2 Venture opens an alternative route to financial independence through self-employment and entrepreneurship. Many women need flexible options that fit around caring, health, or recovery. V2V helps them explore business ideas, values-led design, marketing, and self-care — all through a trauma-informed lens. While still at pilot stage (three sessions delivered so far), it has already inspired women to imagine new futures as creators and business owners. Tagline: ***Dream it. Plan it. Do it.***



**Vision 2 Venture conversations**

## Lived Experience Advisory Board (LEAB)

### Formed: August 2024

One of our proudest achievements this year. We created our Lived Experience Advisory Board to ensure that women with experience of multiple disadvantage are central to our decision-making, not just recipients of our support.

The board meets every 4-6 weeks and comprises 9 women at varying stages of their employability journey - some already in paid employment, others working towards it. All have accessed Gifted Women's services and bring invaluable insight into what works, what doesn't, and what needs to change.

### What the board has contributed this year:

11 meetings and activities

Review and recommendations on our 1:1 support model

Development of our Values in Practice framework

Input into our 3-year strategy

Consultation on CEO and Operations Manager recruitment (including involvement in selection)

Guidance on Monday drop-in safety

Development of a communications campaign - challenging narratives around women and employment

Input into new mental health and wellbeing support plans

### Specific changes resulting from LEAB input:

Defined values and value statements now actively shaping our culture and decision-making

Revised our programme to a rolling model with stronger focus on readiness

Refined eligibility criteria

Introduced formal induction process

Recruited a second Employability Advocate for more woman-centred 1:1 support

Recruited an Operations Manager and CEO reflective of community needs

Impact: Our values are now actively shaping everything we do. Women's voices are genuinely influencing organisational decisions. We're seeing improved outcomes in placements and employment, directly linked to changes the board recommended. As one board member said: "It's really nice to feel listened to, and use my experiences towards making things better for other women."

### LEAB session in action



# Emma's Story *\*Name has been changed*



*""I was mentally locked. I couldn't get on a bus on my own. Now I own half a house and I've got my first ever job."*

## Before Gifted Women

Emma fled two domestically abusive relationships - emotionally, financially, and sexually violent. She was forced to leave her home area and came to Plymouth, where the council placed her in emergency accommodation.

When she arrived in Plymouth, Emma was profoundly affected by trauma. She had experienced such severe abuse that she qualified for Personal Independence Payment. The trauma had profoundly affected her daily functioning - she couldn't travel independently, manage shopping, or think clearly about the future.

"When I first fled domestic violence, I wouldn't have been able to cope taking on a 12-week Flourish program," Emma explains "Apart from managing to take a shower, I wasn't mentally fit for much else."

Before she could join Gifted Women, Emma needed to complete therapy for the sexual violence she'd experienced, and ensure she was completely free from contact with her abuser. It was crucial that she was mentally and emotionally stable enough to benefit from the programme.

## The Gifted Women Journey

Emma saw a Gifted Women poster at her BCHA safe house. "In the absence of having anything to lose, I decided I might as well apply."

When she started, Emma's world was incredibly small. "My whole universe was in and around Mutley. I would go as far as Aldi's round the corner, and then I would go to the other end, and that would be it."

Initially, the drop-in sessions felt overwhelming - lots of women with different stories, lots of activity. But through the Flourish programme, Emma gradually found her confidence. "I realised that I just needed to enjoy myself at these sessions. I didn't need to take on what was going on around me."

## What made the difference:

The **Employers Panel** was transformative. Hearing from Katie McManus at Plymouth Argyle about diversity, equality and inclusion inspired Emma to apply for a retail role there.

Meeting Tara Ash from Block Design gave her the confidence to accept a work placement as an administrator.

Learning to **set boundaries** was revolutionary for someone who'd never been allowed to say no in relationships. "When you've never been allowed to say no, to suddenly have that freedom - nothing at Gifted Women is compulsory other than your positive code of conduct."

The **stress bucket session** taught Emma how to recognise when hers was full and not to add more. She still refers back to her Flourish workbook, which she's decorated and kept as a resource - and plans to photocopy for her daughters as "a legacy of how to lead a life as a happy, fulfilled, and well-balanced woman."



## What's Changed

*"The most important thing I've learned is that it is acceptable and okay to say no," Emma reflects. "It's okay to step back. It's okay to focus on your own journey."*

For someone who'd shouldered enormous responsibility from age three - caring for a younger brother whilst managing her father's mental illness and later his suicide - learning that she didn't have to carry everyone else's problems was transformative.

Emma completed her work placement at Block Design, which led to a positive reference. She then secured her first ever paid job at Plymouth Fancy Dress - her first payslip, her first experience of financial independence.

*"I'm very happy with the way my life is going. I own half a house and I've got a little job in Plymouth - my first ever job and my first ever pay packet. I've got the prospect of current positive references - another one to add to the pile. That makes me more employable in the future."*

## Looking Back

Emma is clear about what Gifted Women means: *"It's one of those programmes which doesn't just deal with you for 12 sessions - it reaches much wider. You can feel yourself going from a little bud and starting to flourish."*

What she wants others to know: *"Women who have made it onto Gifted Women are incredibly strong and resilient and have already traveled really far in their journey. Spaces aren't dished out like confetti - you have to demonstrate that you're ready. Gifted Women are a really valuable employability resource because women have lived experience they can share in a professional environment."*

Emma keeps a jar by her bedside filled with compliments from other women at Gifted Women - something she'd never received from either of her abusive partners. *"Not once did either of them ever pay me a compliment or tell me they were proud. As a group of women at Gifted Women, we foster this ethos that if you don't have anything good to say, don't say it. Think about one positive you could tell another woman to make her feel better today."*

From being unable to leave Mutley, to working, owning a home, and reclaiming her financial independence - Emma's journey shows what's possible when women are given safety, support, and the space to heal.

## Creative activities at The Box and in our Flourish Course



# Women's Voices

In their own words, women share what Gifted Women has meant to them.

*"When I first attended Gifted Women I was still wearing my armour, but the women who all accepted me straight away and treated me like a human slowly helped me take that armour off.*

*I've done art classes and games and doing these things with other women all laughing and feeling safe to open up.*

*Gifted women is much more than just women looking for work. It's the first place I found real friends and family. It's the first place I felt respect. It's the first place I laughed and it was from genuine happiness.*

*Kindness is such a simple thing, I've learnt that this simple action has the power to change the world and it costs nothing. We all have the power to be kind. That's what Gifted taught me."*



*""I couldn't get over the loss of two decades of my life - but now I've put that to bed. I'm doing something to make up for it. I feel content, and I have purpose again. It's given me my freedom back-*

*from a lot of things. It's my community. Everything that comes with it is amazing - even simple things like trips to the museum. I've seen the change in other women, and I love watching that."*

*"Gifted women is the lifeline I never knew I needed, but I did! From the start, I was met with genuine compassion, empowerment and belief from the most wonderful women. The genuine friendships I have made within Gifted women has saved my life in so many ways. The guidance & support from my case worker is more appreciated and needed than I can express.*

*Gifted women needs to be available always. The difference it makes to women is integral. Special and one of a kind. There is NO judgement, no ignorance and NOTHING that Gifted women doesn't cater in terms of love, support and empowerment. Because of GIFTED WOMEN, I've found STRENGTH when I myself had nothing.*

*I would always and will always advocate the amazing work Gifted women does for not only me but for such amazing women who have always been made to feel nothing. The change and way we all stick together, bringing each other hope and support stems from the wonderful team alongside the peer mentors.*

*PLEASE PLEASE KEEP GIFTED WOMEN FUNDED TO BE ABLE TO WORK THEIR MAGIC ON MANY MORE WOMEN TO COME!"*



## More voices from women working with Gifted Women:

*"It has opened doors for me, Gifted Women."*

*"I am now a trained teaching assistant which I never believed was possible when I joined here."*

*"It has given me a reason to get up and out, it's helped with my self-esteem and to also make new friendships."*

***"Gifted Women has built my confidence in so many areas of my life. I am proud to be a peer mentor and be part of a charity that is making a difference in women's lives."***



*"Gifted Women is making a huge positive difference to my life because of the wide spectrum of engagement with us. The Flourish Programme gave me access to a wide range of confidence building/team building exercises and employment training."*

*"I'm forever thankful to everyone here for their support and kindness."*

*"I have friends, I have confidence and I have structure in my life."*

***"In a nutshell Gifted Women is supporting me on my recovery journey after two years in emergency accommodation, a Salvation Army Life House and a BCHA Solo House back into return to society and hopefully into work."***



## Next year's priorities include:

- Building robust referral systems that withstand organisational changes
- Reviewing our peer mentor programme and its support structures
- Continuing our employability drop-in, strengthening transition support and developing our mental health / trauma stabilisation support offering, to promote long term sustained engagement and outcomes
- Developing clearer pathways from peer mentoring and lived experience work into paid roles

## Strategic Planning with Our New CEO

Lucy, our new CEO, will lead the development of our 3-year strategy - working closely with our team, trustees, Lived Experience Advisory Board, and the women we support.

This strategy will address:

- How we become financially sustainable beyond our current National Lottery funding (ending October 2026)
- What our service model should look like to maximise impact
- How we expand whilst maintaining the quality, relationship-based support that makes us effective
- Where partnerships and collaborations can strengthen our reach and impact

## What Success Looks Like - In three years, we want to see:

- Women accessing comprehensive support that addresses both employment barriers and builds the skills and capacity women need to maintain mental health, fuelling their journey towards and into employment.
- Multiple pathways available - traditional employment, self-employment, education, enterprise
- A sustainable funding model that doesn't rely so heavily on Trusts and Foundations.
- Women with lived experience leading parts of our work - as peer mentors, advisors, and potentially staff
- Strong partnerships across Plymouth creating an ecosystem of support

Most importantly, we want every woman who comes to Gifted Women to leave feeling more hopeful, more confident, and more equipped to shape her own future - whatever that looks like for her.



## Financial Review

### Income and Expenditure

The charity's total income for the year was £203,708 (2024: £193,222), comprising:

- Restricted donations and grants: £131,475
- Unrestricted donations: £70,073
- Interest receivable: £2,160

Total expenditure was £160,466 (2024: £124,779), resulting in a net income of £43,242 (2024: £68,443). The increase in expenditure reflects our expanded delivery model, investment in infrastructure, and increased staffing to support our growing cohort of women.

### Reserves Policy

The trustees have established a reserves policy to ensure the charity can meet its obligations and continue operating effectively. The policy aims to maintain unrestricted reserves equivalent to approximately 3-6 months of operating costs.

As at 30 September 2025, the charity held:

- **Unrestricted funds:** £65,812 (2024: £15,114)
- **Restricted funds:** £102,911 (2024: £110,367)
- **Total funds:** £168,723 (2024: £125,481)

The significant increase in unrestricted reserves was achieved through our pop-up shop initiative (raising £11,000) and careful financial management. These reserves strengthen our resilience and provide working capital as we develop our sustainability strategy beyond our current National Lottery funding. The restricted funds are held for specific purposes in accordance with donor restrictions, primarily relating to our National Lottery Community Fund grant for employability support.

### Principal Funding Sources

Our principal funder during the year was the National Lottery Community Fund, providing three years of funding for our employability programme. We also received support a range of trusts and foundations, and we generated £11,000 in unrestricted income through a Pop Up Shop event.

### Going Concern

The trustees have assessed whether the use of the going concern basis is appropriate and have considered possible events or conditions that might cast significant doubt on the ability of the charity to continue as a going concern. The trustees have made this assessment for a period of at least one year from the date of approval of these financial statements.

The charity's current National Lottery Community Fund grant ends in October 2026. The trustees are actively developing a sustainability strategy and diversifying funding sources. Our strengthened unrestricted reserves, combined with planned fundraising activity and exploration of social enterprise opportunities, provide a foundation for continuity beyond the current grant. The trustees have concluded that there is a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. The charity therefore continues to adopt the going concern basis in preparing its financial statements.

### Investment Policy

Given the charity's current size and the nature of its reserves, the trustees do not currently operate a formal investment policy. Surplus funds are held in interest-bearing accounts to provide readily accessible working capital whilst generating modest returns.

### Principal Risks and Uncertainties

The trustees maintain a risk register and regularly review the principal risks facing the charity. The main financial risk identified and mitigating actions being taken is:

**Funding sustainability:** With our National Lottery grant ending October 2026, securing sustainable funding is our primary risk. We're mitigating this through developing a 3-year strategic plan under new CEO leadership, diversifying funding sources, building unrestricted reserves and exploring social enterprise opportunities.

### Statement of Trustees' Responsibilities

The trustees are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently
- observe the methods and principles in the Charities SORP (FRS 102)
- make judgments and accounting estimates that are reasonable and prudent
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed/constitution. 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.



# Closing Thoughts

## What We've Learned

This year brought both progress and challenge. We strengthened foundations, sharpened our focus, and faced realities that tested us.

- Tightening entry criteria improved focus but reduced numbers.
- Mental health remains our biggest barrier to engagement.
- Partnership changes impact referrals more than expected.
- Some women need longer than 18 months to be truly ready for work - and that's okay.

Listening to women's feedback continues to guide every change we make.

## Building Infrastructure

Professionalising the charity has been key.

- Our new website now tells our story more clearly and helps us reach women, partners, and funders.
- Beacon CRM has improved data tracking and impact reporting.
- Our pop-up shop pilot raised £11,000 unrestricted funds and gave women retail experience - proving enterprise can strengthen both our finances and our mission.

These steps may be behind the scenes, but they're vital foundations for a sustainable future.

## Year 3 Priorities

- Rebuild our referral pipeline.
- Consolidate what works: the drop-in, stronger 1:1 support, and the LEAB.
- Test our new mental-health support model.
- Review and relaunch peer support with the right infrastructure.
- Develop a clear 3-year strategy under Lucy's leadership.
- Secure funding beyond October 2026.

**We know what we need to do - now we'll do it.**

## Approved by the Trustees

This report was approved by the trustees on 8th February 2026 and signed on their behalf by:



**Jenny Adjene, Chair**

**What women are proud of:**

