

Charity Registration No. 296262

Company Registration No 2101723 (England and Wales)

WOMEN AND HEALTH

TRUSTEES REPORT AND EXAMINED ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2024

WOMEN AND HEALTH

Contents Page

Trustees' Report	3 - 11
Independent Examiner's report	12
Statement of financial activities	13
Balance sheet	14
Notes to the accounts	15 - 23

WOMEN AND HEALTH

TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2023

1. Introduction

The Trustees of Women and Health are pleased to present the charity's annual directors' report together with financial statements for the year ending 31 March 2024. The report and financial statements offered comply with (i) the Charities Act 2011, (ii) the Companies Act 2006, (iii) Women and Health Memorandum and Articles of Association, and (iv) Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard 102.

2. Administrative Details

Charity Name: Women and Health
Registered Company Number: 2101723
Registered Charity Number: 296262
Principal Address: 4 Carol Street, Camden Town, London NW1 0HU

CAF Bank Ltd
25 Kings Hill Avenue, Kings Hill, West Malling,
Kent ME19 4JQ

Triodos Bank UK
Deanery Road, Avon, Bristol BS1 5AS

Company Secretary Fariba Maleknia

3. Directors and Trustees

Trustees throughout the year:
Laura Dix (Co-Chair June 28th – September 19th 2023,
maternity leave until February 19th 2024)
Lesia Haliv (Co-Chair June 8th 2023 until February 19th 2024)
Dominique Logan (appointed 18th March 2024)
Judith Millecker (Co-Chair September 19th 2023 -)
Sneha Paleja (appointed 18th March 2024)
Elizabeth Rawson – Treasurer
Cass Wedd (resigned 18th March 2024)

None of the Trustees has any beneficial interest in the company. All of the Trustees are members of the company and guarantee to contribute a sum not exceeding £10 in the event of winding up.

New Trustees are appointed in accordance with gaps within the Board skill matrix, identified via regular skills audits. Vacancies on the Board are advertised via our website, social media, specialist websites, and local networks. Interested women are invited to provide a CV and are interviewed by a Trustee and the Director. Once a candidate has attended three Management Committee meetings on a probationary basis she may be nominated to become a full trustee. Women and Health actively welcomes women from a wide variety of backgrounds. We

WOMEN AND HEALTH

TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2024

endeavour that at least 50% of trustees should live and/or work in the London Borough of Camden.

All new trustees receive a comprehensive induction accompanied by an information pack and are encouraged to spend time at the centre in order to understand the organisation's culture and operational procedures.

Board meetings are held bi-monthly with additional meetings as required to discuss fundraising. The Sub-Committee for Finance and Resources reports to these meetings, as do working groups on specific issues.

A Director is appointed by the Trustees to manage the day-to-day operations of the charity.

4. Key Management Personnel

Director	Gemma Tighe
----------	-------------

5. Purpose and Activities

The Charity's objects, as expressed in the Memorandum and Articles of Association, are to preserve and promote the good physical and mental health of women and their families in the London Borough of Camden, prioritising those who are most disadvantaged, and to advance the education of such women and their families about all matters concerning their health.

Our values are:

- 1) Women and Health remains committed to its feminist roots, and to providing a safe and contemporary space for women to gather their strength, find mutual support, heal and speak their truth.
- 2) We understand health to be a state of physical, mental, spiritual and social well-being, rather than merely the absence of disease or infirmity.
- 3) We listen to existing and potential new clients and design our services to meet their most pressing needs for support.
- 4) We work at the root of what each woman perceives are the barriers to her wellbeing – and the wellbeing of her family.
- 5) We value and actively seek partnership working with fellow service providers.

6. Policies

Women and Health has a comprehensive policy framework. All our organisational and operational policies are reviewed as the need arises.

7. Public Benefit

WOMEN AND HEALTH

TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2024

The Trustees are aware of the Charity Commission Guidance on Public Benefit as set out in the Charities Act 2006, and believe that Women and Health achieves a public benefit by providing the services described below.

The principal activities of the charity during the year continued to support the wellbeing and health of women who live, work or study in the London Borough of Camden, and included:

- Short term counselling (STC) – as part of the Camden NHS IAPT (Improving Access to Psychological Therapies) Service and free to the recipients;
- Low cost long term counselling (LCT);
- Employment service for counselling clients, in partnership with IAPT – helping clients stay in work if their mental health difficulties are causing problems at work; or find work if they are unemployed and able to work;
- Life coaching;
- Continuing Professional Training and Reflective Practice for counselling trainees;
- Volunteering from practitioners of Complementary and Alternative Medicines;
- In person Chi Kung, Chakra Dance and Yoga meditation;
- Gardening activities;
- Arts and crafts workshops;
- Online yoga;
- Reception and admin volunteering opportunities.

These are delivered from our centre in Carol Street, which has a lift and is fully accessible to wheelchair users.

8. Volunteers

The trustees (who are, of course, volunteers themselves), are grateful to the many volunteers who have shared their time and expertise helping with:

- Counselling sessions as detailed above;
- CAMS (complementary and alternative medicine) provided by volunteer practitioners;
- Maintenance and decorating;
- Gardening;
- Reception and Admin.

9. Achievements and Outcomes

During the year we delivered 3,526 counselling sessions to both long and short term clients and approximately 3,000 complementary and alternative therapy sessions including events at Community organisations such as Camden Carers, Hopscotch Women's Centre, the London Irish Centre and Age UK. Approximately 700 clients visited our centre.

Our clients get a lot from our sessions. See the below example of a case study from a client:

D did not want to talk about her harrowing experience of having been raped. Instead during her first session she discussed the pain she had been feeling in her body, especially in her legs, knees, toes and

WOMEN AND HEALTH

TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2024

in her back. D also mentioned that she was finding life very challenging, like she was constantly being thrown between highs and lows. It had become almost impossible for her to go to work, to concentrate and be around her colleagues. After a very light massage and practising some breathing techniques, D said that the pain in her legs was gone and that she felt calmer. After the second massage session, D said that the pain in her legs had gone and had not come back during the week. She explained that she had been feeling so very tight and that the massage had given her a release which had also enabled her to start seeing things – her life – differently. After the series of sessions had been completed D said that the massage and also the breathing techniques had been really helpful to her and that her body was now in a much better place. She could see how her approach to her life and to difficult situations in particular was beginning to change for the better and her intention was to keep up with the breathing techniques and also continue coming for regular – if less frequent, because she would have to pay for them - treatments to keep her stress levels in check.

COUNSELLING

The majority of counselling sessions were delivered by volunteer trainees, who received regular clinical supervision at Women and Health. Both the IAPT and our long-term counselling services are available to men. Men's appointments are online and in the evening, we are women only during the day.

IAPT (Improving Access to Psychological Therapies) Counselling Service

Women and Health continued to be a member of the local IAPT partnership led by Camden and Islington NHS Foundation Trust. In fulfilling our contract, we provided an average of 10 counselling sessions to over 277 individuals working with clients who presented with complex chronic health issues and life challenges as well as suffering from depression and anxiety. They were referred to us by the Trust. In order to measure clients' progress, clinical questionnaires applying nationally set recovery criteria for IAPT were administered after each counselling session.

Long Term Counselling Service

The Women and Health long-term counselling service delivered low-cost sessions to individuals, who are able to get treatment over a 12 month period. These clients presented with issues too complex to address fully during the shorter term counselling. Clients were requested to make a donation of between £1 and £15 per session. Clients come to the service from IAPT, and our other in-house services.

BAME, peri natal and low income (earning under £20,000 p.a.) women suffered particularly during the pandemic and are now struggling during the cost of living crisis. They are offered very low cost counselling (£1-£5). This is funded from the Big Give. We are continuing to look for funding to cover our low cost long term counselling service. We are aiming to expand our low cost service and provide more places in the medium to long term.

This service is clearly meeting a need for more in-depth work than can be provided through IAPT. It is very popular and there are now almost no other local low-cost services like this with places available.

Garden

There is growing evidence of the health benefits of contact with the natural environment. With help

WOMEN AND HEALTH

TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2024

from The Hollick Family Foundation, clients and the local community are able to continue to enjoy our safe green garden.

Our "Green Fingers Calm Minds" project started in May 2020 during the first Covid-19 lockdown, and initially took place online. It now includes Wake Up Wednesdays, an energetic form of yoga, Yoga Nidra meditation, weekly gardening activities with a trained gardener and regular craft sessions using ingredients from the garden such as Rosemary and Lavender. Classes are free with donations requested.

CAM SERVICES

We are grateful to our volunteer CAM practitioners who deliver low cost CAM to our clients at £20 per session. Thanks to a constant stream of new practitioners, we have a wide range of therapies to choose from, including reflexology, sound therapy, aromatherapy massage, osteopathy, acupuncture, shiatsu and reiki. We have approximately 25 CAM practitioners available. Practitioners can also hire a room from us to see private clients; they are not allowed to charge more than £45 per session, and some offer concessionary rates.

Complementary and alternative therapy sessions were delivered by fully qualified practitioners who were members of their relevant professional bodies and who received ongoing reflective practice.

Phoenix Rose Project

We have provided CAM treatment sessions to survivors of domestic and sexual violence, funded by Solace Women's Aid. We have delivered this service for a number of years and have a good working relationship with Solace Women's Aid. Solace distributes vouchers amongst their clients who then ring up and choose which treatment they would like – treatments available include aromatherapy, reflexology and acupuncture. Clients enjoy their treatments and we always get very good feedback.

10. Reserves Policy

We aim to accumulate sufficient reserves to underwrite 3–6 months of operational costs excluding the replacement of capital items such as boilers and the lift. To this end we have a designated Operational Sustainability Fund. This stood at £85,000 (2023: £85,000) at the end of the year, a little over the bottom of our target range which we estimate to be £83,000 to £165,000 in 2025. It should be noted that because we value all aspects of our work and wish to continue with them, the target includes the costs of all our activities including projects supported through restricted, and time limited funding. The tangible assets item on the Balance Sheet and in Note 10 is not part of Women and Health's free reserves. It represents the cost of work undertaken on the building which houses Women + Health's centre. We do not own these premises but lease them from the London Borough of Camden on terms which prohibit either assignment or subletting. Thus, whilst the works benefit the operation of Women + Health, they have no conventional property asset value. These works costs are being depreciated over the life of our lease which, with our anticipated move, we now estimate will run until March 2025 (para 11 below).

11. Financial Review

We noted in last year's report that it was likely that, because of the cost of essential works to our

WOMEN AND HEALTH

TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2024

centre, the landlord, LB Camden (LBC), would exercise its right to determine the lease. We and LBC have agreed on the works needed to make alternative premises suitable for our use and we now expect to move in March 2025. This has affected the writing off of the Leasehold Improvement and Big Lottery capital works (Balance sheet and Note 10, £62,852 at March 31st 2023 reduced to £31,426 at March 31st 2024). Last year we expected to move in June 2024 so the works were written off over the 27 months from April 2022 to June 2024; the later moving date has reduced the depreciation rate and extended the period by the 9 months to March 2025.

At £274,268 our income was lower than the previous year (2023: £295,339) and expenditure of £320,408 which includes £31,426 depreciation, was higher (2023: £320,125 including £50,464 depreciation) leaving a deficit of £46,140 deficit (2023: £24,787). The deficit has been caused by a combination of factors with inflation/cost of living increasing our costs, no uplift in our main contract sum and less success with fundraising events - see details below.

The total balance in restricted funds at the year end was £59,328 (2023: £87,525). After deducting £27,825 building leasehold improvement and £3,602 Big Lottery Fund capital works, the balance in active restricted funds was £27,903 (2023: £24,674 active funds, £55,649 leasehold improvement, £7,202 Big Lottery). The total in unrestricted funds was £113,685 (2023: £131,627), which included the Operational Sustainability Fund.

Income from our charitable activities was 10% lower than the previous year (£181,140 v £202,451), though with increases in some categories:

- contract agreements at £163,596 was down 15% on the previous year (2023: £191,460), mainly because Solace Women's Aid commissioned fewer CAM treatments for their clients (125 v 391 in 2023), the figure is also affected by the reclassification this year of LB Camden Resilience funding as a grant rather than a contract (£10,000 in 2023 was shown in contracts, £23,203 this year is included in grants). The IAPT short term counselling contract with the Camden & Islington NHS Foundation Trust continued without any payment uplift;
- service user contributions increased by almost 50%, from £9,928 to £14,696;
- partner organisation contributions more than doubled, from £1,063 to £2,848.

Grant income at £35,203 almost doubled (2023: £17,700) with the addition of the new grant of £23,203 from the LBC Resilience fund for the employment of a Fundraising Co-ordinator; we continued to receive support from the Violet Melchett Children's Trust (£12,000).

Income from donations was lower than the previous year (£19,804 v £28,720) and included £13,500 from the Hollick Family Foundation (£10,000 from the three year award given in 2022 and an additional £3,500 donation), £2,406 raised through the Big Give Kind 2 Mind and Women and Girls Fund and the remainder from smaller donations, including for online classes, and gift aid. The larger figure in 2023 was mainly attributable to two corporate donations totalling £4,000 and a very successful Big Give of £11,451 which included a particularly generous individual donation.

- Income generated by our own activities at £35,175 was over 20% down on the previous year (2023: £45,712): on one hand, the Other category, which is almost entirely attributable to room hire, rose by over 45% from £21,196 last year to £30,911 this year as we continued to recover from the pandemic;

WOMEN AND HEALTH

TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2024

- on the other hand, events raised considerably less than the art sale of 2023 (£4,263 v £24,516) – this year's events were a Sculpture Walk in June 2023 and a multi-media event *Does that Make Me a Woman?* which was led by one of our former clients and was attended by over 250 people and provided valuable publicity.

The 2023 and online 2020 art sales significantly expanded Women and Health's outreach, involving individuals and organisations beyond our relatively modest cadre of regular supporters. However, the complexity has so far rendered this type of event challenging to run on a regular basis.

Commentary

Expenditure

Excluding depreciation on both years, our expenditure increased by 7% between 2023 and 2024. The majority of the additional sum was attributable to staff and premises costs. Staff costs made up over two thirds of the increase: W+H pays the London Living Wage so those on LLW received a 10% pay rise, we also gave higher, but still by no means well-paid, staff 3% - our finances precluded an award to better match the impact of inflation on their lives. Premises costs, particularly increases for gas and electricity, but also cleaning and maintenance costs and a special item, funded by LB Camden, for consultancy help around our move, formed over a quarter of the year on year increase in expenditure.

Income

Our three main sources of income were contracts (60%), donations and grants (20%) and our own activities, particularly room hire (13%). The majority of contract income comes from short term counselling for the Camden & Islington NHS Foundation Trust. We recognise that such dependence on a single source is undesirable though the contract has been renewed for a further three years until 2027. The contract with Solace to provide CAM services has varied according to their requirements. There is potential to develop further CAM contracts, and we are in discussion with another organisation along these lines.

We are continuing to submit applications to grant makers but the success rate has reduced considerably since the high point during Covid. It seems that the after effects of the pandemic and then the cost of living crisis have affected all sectors, including statutory funders, resulting in ballooning demand on trusts and foundations. Following a recent failed application, we were told that the funder 'received just over 100 applications and made 16 grants', or put another way, a 16% success rate. In September 2024 further indications of the stresses faced by both funders and charities emerged when both the Schroder Charity Trust and the City Bridge Foundation announced the closure of their grants programmes because they needed a period of reflection to devise new strategies to best respond to the overwhelming demand.

For a number of years, we have suspected that being a women's charity was a disadvantage when submitting funding applications. A recent report, [Women-and-Girls-Sector-Research-Mapping-Report-Amended.pdf](#) by the Centre for Regional, Economic and Social Research (CRESR) at Sheffield Hallam University, commissioned by Rosa, the National Lottery Community Fund, and Esmée Fairbairn Foundation, bears out our fears. This found that in 2021 whilst women and girls charities made up 3.5% of all charities registered in the UK, when it came to grants the available data showed that only 1.6% of the total number and 0.6% of the total value of grants was going to organisations solely focused on women and girls; one-third of the funding for women and girls' initiatives was directed towards organisations not catering specifically for these demographics.

An additional disadvantage we face in this competitive funding climate is that most of our services are

WOMEN AND HEALTH

TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2024

provided one to one and thus our outputs and outcomes are comparatively expensive.

The Donations heading in the accounts includes both individuals, corporates and trusts and foundations. We have generally directed our trustee led fund raising efforts towards the individuals who have agreed to be on our contact list. We are very conscious that we should not overburden them with requests for donations and that we need to widen our supporter base. With the help of our new Fundraising Co-ordinator, we have been expanding our presence on social media, the next challenge is to translate this into concrete assistance. To supplement our individual supporters, we will also seek to develop more relationships with corporates.

As noted above, income from room hire has increased substantially as users returned post pandemic but we know that considerable unused capacity remains. To put this space to use we will require more clients, more practitioners and more organisations/individuals wanting short term hires but, through judicious marketing, we hope to gradually build up the income. The move should improve the quality of the rooms we offer but the overall uncertainty about the timing is likely to hamper marketing in the shorter term.

12. Risk Management

The Management Committee has conducted a review of the major risks to which Women and Health is exposed and thoroughly updated our risk register. Procedures are in place to ensure the health and safety of staff, volunteers, clients and visitors to the centre. Provision of adequate safeguarding for our, often vulnerable, counselling clients is a key concern. We have robust 'industry standard' procedures and all staff and volunteers are kept aware of the importance of referring at risk clients to an appropriate service. All counsellors are registered with BACP or UKCP, counselling monitoring bodies, ensuring high standards are adhered to, including regular supervision, and practicing according to a specified code of ethics. This also helps to safeguard the clients.

Loss of senior staff and the difficulties of recruitment pose a risk to the organisation, particularly with a tight budget and the rising cost of living. We try to offset this risk by being a good employer and through fundraising. We have dual authorisation procedures for all transactions to minimise internal control risks.

Our move to our new premises at Cheriton, Queens Crescent, during the financial year 24-25 is both a risk and an opportunity for the organisation. The uncertainty over the date and the long lead in time are impeding forward planning. There may be a period of adjustment as we settle into the new, less central location but having newly refurbished premises will be a great improvement on our current building and should benefit both clients and staff.

Going concern

The charity will be a going concern for the 12 months from the date of the signing of the accounts. However, we recognise that if we fail to substantially increase our income there are clear risks in the succeeding 12 months not only of substantially depleted reserves but that we will no longer be able to meet our liabilities. Section 13 below outlines the steps we are taking to mitigate these issues.

13. Strategy

Recognising our need for additional expertise on the Management Committee we recently recruited

WOMEN AND HEALTH

TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2024

potential trustees with fundraising and PR skills. Both are currently still in the introductory phase

before they become full trustees but have already contributed significant time, ideas and energy to improve and develop our approach to fundraising. With their input and that of the Fundraising Co-ordinator who, thanks to the LB Camden Resilience funding, we were able to appoint on a year's contract from March 2024, we have decided to address the deficit/future funding with a multi-pronged approach through:

- savings on salaries where we judged a reduction in staff hours could be made up by trustees taking on some activities. Running and project costs are already closely scrutinised with making do the usual practice so there is little scope for cost cutting;
- a concerted attempt to develop income from our rooms, through both generating more users and improved booking management. We recognise that the impending move complicates this process;
- using the expertise of the new potential trustees to
 - expand our contact and donor base by actively seeking involvement and donations from corporates
 - continue to
 - make formal grant/donor applications
 - devise and hold trustee led events.

14. Plans for the Future

Trustees are very aware that to maintain and develop Women and Health's services we need to increase the organisation's income. Securing sufficient long-term core and project funding remains a real challenge post Covid-19 and in the current economic climate.

We intend to work on and raise funds for strengthening our infrastructure/core and our resilience in the face of an ever more challenging funding environment for the local voluntary sector. We employed a Fundraising Coordinator at the end of the year under review, with the intention of gaining additional expertise and resources for our fundraising.

In addition, current priorities for service/project fundraising include:

- (i) continue our work with survivors of domestic abuse and sexual violence;
- (ii) continue our long term counselling service. We have increased our work with Black and minoritised communities, by offering very low cost long term counselling (£1-£5) to BAME people, and aim to continue to do so in the future. We also plan to work in partnership with Nafsiyat <https://www.nafsiyat.org.uk/> a charity providing counselling in minority languages, to provide training in counselling clients in a culturally sensitive manner.

Signed:

Elizabeth Rawson

Elizabeth Rawson

Treasurer

Judith Millecker

Judith Millecker

Chair

Dated: 27th November 2024

Dated: 27th November 2024

WOMEN AND HEALTH

Independent Examiner's Report to the Trustees of Women and Health

I report to the charity trustees on my examination of the accounts of the company for the year ended 31 March 2024 which are set out on pages 13 to 23.

Responsibilities and basis of report

As the charity trustees of the company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your company's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since the company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of Association of Certified Chartered Accountants which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act 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; or
4. 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.

Signed:

Shruti Soni

Shruti Soni
FCCA ACIE
117a St Johns Hill
Sevenoaks
TN13 3PL
Date 29/11/2024

Statement of Financial Activities including Income and expenditure account

For the year ended 31 March 2024

		Unrestricted Funds	Restricted Funds	Total 2024	Total 2023
	Notes				
Income From:					
Donations and grants	2	29,399	25,609	55,007	46,420
Activities for generating funds	3	35,175	-	35,175	45,713
Investments	4	2,947	-	2,947	755
Charitable activities	5	181,140	-	181,140	202,451
Total		<u>248,660</u>	<u>25,609</u>	<u>274,268</u>	<u>295,339</u>
Expenditure on:					
Raising funds	6	449	-	449	779
Charitable activities	7	266,153	53,806	319,959	319,347
Total		<u>266,602</u>	<u>53,806</u>	<u>320,408</u>	<u>320,125</u>
Net Movement in funds		-17,942	-28,197	-46,140	-24,787
Fund balances at 1 April 2023		<u>131,627</u>	<u>87,525</u>	<u>219,151</u>	<u>243,938</u>
Fund balances at 31 March 2024		<u>113,685</u>	<u>59,328</u>	<u>173,011</u>	<u>219,151</u>

BALANCE SHEET
Company registration number:2101723
AS AT 31 MARCH 2024

		2024		2023	
	Notes	£	£	£	£
Fixed Assets					
Tangible assets					
Leasehold improvement	10		31,426		62,852
Current Assets					
Debtors	11	21,005		32,830	
Cash at bank and in hand		<u>130,559</u>		<u>132,819</u>	
		151,564		165,649	
Current Liabilities	12	<u>9,980</u>		<u>9,351</u>	
NET CURRENT ASSETS			141,584		156,298
Total Assets Less Current Liabilities			<u>173,011</u>		<u>219,151</u>
Income Funds					
Restricted funds-building leasehold improvement	13		31,426		62,852
Restricted funds-active projects			27,903		24,674
Unrestricted funds:					
Designated funds	14		90,232		87,800
General funds			23,450		43,826
Total Charity Funds			<u>173,011</u>		<u>219,151</u>

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 March 2024. No member of the company has deposited a notice, pursuant to section 476, requiring an audit of these accounts.

The Trustees acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 (the Act) with respect to accounting records and the preparation of financial statements.

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

The accounts were approved by the Board on 27 November 2024.

Judith Millecker
Judith Millecker
Chair

Elizabeth Rawson
Elizabeth Rawson
Treasurer

The annexed notes form part of these financial statements.

WOMEN AND HEALTH

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED TO 31 MARCH 2024

1 Accounting policies

Women and Health

4 Carol Street, Camden, London, NW1 0HU

Charity registration Number:296262

Company Number:2101723

1.1 Basis of preparation

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102), the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS102), the Charities Act 2011 and UK Generally Accepted Practice.

The charity has applied Update Bulletin 2 and does not include a cash flow statement on the grounds that it is applying FRS 102 Section 1A.

The financial statements are prepared on a going concern basis under the historical convention (modified to include certain items at fair value). The financial statements are presented in sterling which is the functional currency of the charity and rounded to the nearest pound.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years unless otherwise stated.

1.2 Income

Donations, legacies and other forms of voluntary income are recognised as income when receivable, except insofar as they are incapable of financial measurement.

Grants, including the grants relating to the purchase of fixed assets, are credited to the statement of financial activities when received or receivable whichever is earlier, unless they relate to a specific future period, in which case they are deferred.

Income under contracts to deliver services is recognised in the SOFA when the charity is legally entitled to the income and can be quantified with reasonable accuracy.

1.3 Expenditure

Expenditure is recognised in the period in which they are incurred. Expenditure includes attributable VAT which cannot be recovered.

Expenditure is allocated to the particular activity where the cost relates directly to that activity. Certain overhead and support costs are allocated to particular activities in proportion to the activity's estimated usage of those costs.

Governance costs of the charity relate to the costs of running the charitable company such as the costs of meetings, audit and statutory compliance.

1.4 Tangible fixed assets and depreciation

Tangible fixed assets other than freehold land are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost less estimated residual value of each asset over its expected useful life, as follows:

Leasehold property

over the length of lease

WOMEN AND HEALTH

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED TO 31 MARCH 2024

Fixtures, fittings & equipment over 3 years

Note that our lease runs till April 2034 however as described in the trustees annual report a move to another premises is currently expected to take place in March 2025 so the leasehold improvement works and fixtures and fittings are now being written off over the 24 months from April 2023 to March 2025.

1.5 Leasing and hire purchase commitments

Rentals payable under operating leases are charged against income on a straight line basis over the period of the lease.

1.6 Accumulated funds

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the accounts.

Unrestricted funds are donations and other incoming resources received or generated for charitable purposes.

Designated funds comprise funds which have been set aside at the discretion of the trustees for specific purposes. The purposes and uses of the designated funds are set out in the notes to the accounts and the Trustees' report.

1.7 Pension costs

The charity contributes to a defined contribution pension scheme (Flexible Retirement Plan) and the pension charge represents the amounts payable to the fund in respect of the year.

1.8 Going Concern

The trustees confirm they secured sufficient income for the next twelve months to keep the charity in operation. As a result of this, the trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

However, our reserves will have depleted to a very low level. Section 13 of the TAR outlines the strategy for increasing income.

1.9 Estimation and Judgments

In the application of the charity's accounting policies, the Trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

WOMEN AND HEALTH

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED TO 31ST MARCH 2024

	Unrestricted Funds	Restricted Funds	2024	2023
	£	£	£	£
2 Donations and grants				
Donations	17,399	2,406	19,804	28,720
Grants:				
The Violet Melchett Children's Trust	12,000	-	12,000	12,000
The Big Give-Digital Capacity Building	-	-	-	700
Camden Resilience Fund		23,203	23,203	
LBC- relocation of Women and Health	-	-	-	5,000
	29,399	25,609	55,007	46,420

Donations include £2,406 from The Big Give, £13,500 from the Hollick Family Foundation of which £10,000 has been designated to the Green Fingers Calm Minds (GFCM) project, and the rest is from attendees at online classes and various donors.

Donations received in 2023 include £11,451 from The Big Give, £10,000 from Hollick Family Foundation of which £5,000 has been designated to the GFCM project, £3,000 from Euromonitor International, £1,000 from Management Consortium Bid Ltd and the rest was from attendees at online classes and various donors.

Of the total Donations and Grants received in 2023, £17,151 was restricted and £29,270 unrestricted.

3 Activities for generating funds

	Unrestricted Funds	Restricted Funds	2024	2023
	£	£	£	£
Events	4,263	-	4,263	24,516
Others	30,911	-	30,911	21,196
	35,175	-	35,175	45,713

Events include Sculpture walk in June and a fundraising event "Does that make me a Woman" held in March 2024.

Others includes room hire and sales.

4 Investment income

	2024	2023
	£	£
Interest receivable	2,947	755

WOMEN AND HEALTH

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED TO 31ST MARCH 2024

5 Income from charitable activities

	Unrestricted Funds £	Restricted Funds £	Total 2024 £	2023 £
Contract agreements	163,596	-	163,596	191,460
Partner organisations' payments	2,848	-	2,848	1,063
Service user contributions	14,696	-	14,696	9,928
	181,140	-	181,140	202,451

	Unrestricted Funds	Restricted Funds	Total 2024	Total 2023
Contract Agreements				
Camden and Islington NHS Foundation T	156,096	-	156,096	156,096
Camden Resilience Fund	-	-	-	10,000
Solace Women's Aid	7,500	-	7,500	25,365
Partner organisations' payments	2,848	-	2,848	1,063
Service user contributions	14,696	-	14,696	9,928
	181,140	0	181,140	202,451

Comparison figures for Year 2023:

	Unrestricted Funds	Restricted Funds	Total 2023
Contract Agreements			
Camden and Islington NHS Foundation T	156,095	-	156,095
Camden Resilience Fund	10,000	-	10,000
Solace Women's Aid	25,365	-	25,365
Partner organisations' payments	1,063	-	1,063
Service user contributions	9,928	-	9,928
	202,451	-	202,451

WOMEN AND HEALTH

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED TO 31ST MARCH 2024

6 Raising funds

Total 2024 £	Total 2023 £
449	779

This includes the direct expenditure for raising funds such as expenses for organising our sculpture walk and Does that make me a woman in March 2024 and Justgiving fees.

7 Charitable activities

	CAM	Counselling	GFCM*	Building & Fixtures	Total 2024	Total 2023
Salaries and Staff Costs	69,046	110,288	624	-	179,958	166,526
Direct Project costs	7,662	36,498	5,047	-	49,207	50,357
Office and Equipment costs	3,165	4,841	0	-	8,006	8,336
Premises and overheads	16,654	24,956	1,420	-	43,030	37,367
Central Cost	2,902	3,415	477	-	6,794	5,049
Depreciation	0	0	0	31,426	31,426	50,464
Independent Examination	616	922	0	-	1,538	1,248
Total	100,044	180,921	7,568	31,426	319,959	319,347

Comparison figures for Year 2023:

	CAM	Counselling	GFCM*	Building & Fixtures	Total 2023
Salaries and Staff Costs	59,406	101,893	5,227	-	166,526
Direct Project costs	8,696	38,787	2,873	-	50,357
Office and Equipment costs	3,416	4,803	117	-	8,336
Premises and overheads	15,162	21,414	790	-	37,367
Central Cost	2,021	2,792	236	-	5,049
Depreciation	-	-	-	50,464	50,464
Independent Examination	519	729	-	-	1,248
	89,221	170,419	9,243	50,464	319,347

* Green Fingers Calm Minds project.

Total expenditure in 2024 of £320,408 includes restricted expenditure of £53,806 (2023: £72,659) and unrestricted expenditure of £266,602 (2023: £247,466).

Building & Fixtures, Depreciation for 2024: see Note 10.

8 Trustees

No member of the Management Committee (or any other persons connected with them) received any remuneration during the year.

There were no trustee expenses during the year (2023: £Nil).

There are no related party transactions to report.

WOMEN AND HEALTH

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED TO 31ST MARCH 2024

9 Employees

Number of Full-time equivalent employees

The average monthly number of employees during the year was:

	2024	2023
Service Delivery	3.9	3.9
Support	2.5	2.1
	<u>6.4</u>	<u>6</u>

Employment Costs

Wages and salaries	159,953	152,395
Social security costs	6,734	6,494
Employer pension contributions	3,105	2,926
	<u>169,792</u>	<u>161,815</u>

Figures have been shown after deduction of £5,000 Employment Allowance from the government.

There were no employees whose annual emoluments were £60,000 or more.

Total employee benefits including pension contribution of key management personnel were £34,780 (2023 : £33,761).

10 Tangible fixed assets

	Building Leasehold Improvement	Fixtures and Fittings & Equipment	Total
Cost at 31 March 2023	441,048	8,755	449,803
Added Value			
Cost at 31 March 2024	<u>441,048</u>	<u>8,755</u>	<u>449,803</u>
Depreciation			
At 1 April 2023	378,197	8,754	386,951
Charge for the year	31,426	0	31,426
At 31 March 2024	<u>409,623</u>	<u>8,754</u>	<u>418,377</u>
Net Book Value			
At 31 March 2024	<u>31,425</u>	<u>1</u>	<u>31,426</u>
At 31 March 2023	<u>62,851</u>	<u>1</u>	<u>62,852</u>

All above assets were used for charitable purposes.

Note that our lease runs till April 2034 however as described in the trustees annual report a move to another premises is currently expected to take place in March 2025 so the leasehold improvement works shown in the balance sheet and above as £62,852 at March 31st 2023 are now being written off over the 24 months from April 2023 to March 2025.

11 Debtors

	2024	2023
Grants, contracts and activities	15,397	27,773
Prepayments and accrued income	5,608	5,057
	<u>21,005</u>	<u>32,830</u>

WOMEN AND HEALTH

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED TO 31ST MARCH 2024

12 Creditors: amounts falling due within one year	2024	2023
Trade creditors	5,284	3,825
Taxes and social security costs	2,582	3,735
Accruals	2,113	1,791
	9,980	9,351

13 Restricted funds

The income funds of the charity include restricted funds, which comprise the following unexpended balances of donations and grants held on trust for specific purposes:

Movement in Funds	1 April 2023	Income and Gains	Expenditure and losses	31 March 2024
	£	£	£	£
a) Building - Leasehold Improvement	55,649	-	27,825	27,825
b) Big Lottery Fund - Capital costs	7,203	-	3,602	3,602
c) The Big Give-Digital Capacity Building	1,023	-	793	230
d) The Big Give-LT counselling	11,451	2,406	13,857	-
e) Anonymous donation	7,200	-	3,500	3,700
f) LBC- relocation of Women and Health	5,000	-	750	4,250
g) LBC-Boosting resilience	-	23,203	3,480	19,723
	87,526	25,609	53,806	59,329

Fund description

- a) The building fund represents grants received to refurbish Women and Health's centre at Carol Street.
The work was completed in 2002. The current lease runs till April 2034, however as described in the trustees annual report a move to another premises is currently expected to take place in March 2025 so the grant is now being written off over the 24 months from April 2023 to March 2025.
- b) Big Lottery Fund in respect of capital works to the building, which are being depreciated over the length of the lease - see a) above.
- c) This is from the Big Give to improve our digital capacity.
- d) Fund raised through the Big Give to provide long term counselling for clients who cannot afford the fee.
- e) This is a restricted anonymous donation mainly to use for our building maintenance.
- f) This is from LB Camden to help with the relocation of Women and Health.
- g) A restricted fund to help boosting our resilience.

WOMEN AND HEALTH

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED TO 31ST MARCH 2024

Comparison figures for Year 2023:

Movement in Funds	01 April 2022	Income and Gains	Expenditure and losses	31 March 2023
	£	£	£	£
Building - Leasehold Improvement	100,168	-	44,519	55,649
Big Lottery Fund - Capital costs	12,965	-	5,762	7,203
The Big Give-Digital Capacity Building	659	700	336	1,023
The Big Give-LT counselling	-	11,451	-	11,451
Camden Giving HS2	9,243	-	9,243	-
Two Magpies Fund	9,934	-	9,934	-
The Grocers' Charity	2,865	-	2,865	-
Anonymous donation	7,200	-	-	7,200
LBC- relocation of Women and Health	-	5,000	-	5,000
	143,034	17,151	72,659	87,526

14 Designated funds

The income funds of the charity include the following designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes:

	1 April 2023	Income	Expenditure	Transfer from general funds	31 March 2024
	£	£	£		£
Operational Sustainability Fund	85,000	-	-	-	85,000
Hollick Family Foundation	2,800	10,000	7,568	-	5,232
	87,800	10,000	7,568	-	90,232

The Operational Sustainability Fund will contribute to operating costs in future years.
£10,000 received from the Hollick Family Foundation has been designated for our GFCM project.

Comparison figures for Year 2023:

	1 April 2022	Income	Expenditure	Transfer from general funds	31 March 2023
	£	£	£	£	£
Operational Sustainability Fund	73,000	-	-	12,000	85,000
Hollick Family Foundation	-	5,000	2,200	-	2,800
	73,000	5,000	2,200	12,000	87,800

WOMEN AND HEALTH

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED TO 31ST MARCH 2024

15 General funds

Showing movements in general funds during the year.

	1 April 2023	Income	Expenditure	31 March 2024
	43,826	238,660	259,036	23,450

	1 April 2022	Income	Expenditure	Transfer to designated fund	31 March 2023
	27,905	273,189	245,266	12,000	43,826

Expenditure for year ended 31 March 2023 includes the transfer of £12,000 to designated funds.

16 Analysis of net assets between funds

	Unrestricted funds £	Designated funds £	Restricted funds £	Total £
Fund Balances at 31 March 2024 are represented by:				
Tangible Fixed Assets	1	-	31,426	31,426
Current Assets	33,429	90,232	27,903	151,564
Creditors: amounts falling due within one year	-9,980	-	-	-9,980
	23,450	90,232	59,329	173,011

Comparison figures for Year 2023:

	Unrestricted funds £	Designated funds £	Restricted funds £	Total £
Fund Balances at 31 March 2023 are represented by:				
Tangible Fixed Assets	1	-	62,852	62,852
Current Assets	53,175	87,800	24,674	165,649
Creditors: amounts falling due within one year	-9,351	-	-	-9,351
	43,826	87,800	87,526	219,151

17 Commitments under operating leases

At 31 March 2024 the company had annual commitments under non-cancellable operating leases as follows:

Land and buildings	2024 £	2023 £
	17,450	17,450

The lease period is from April 2014 to April 2034 however as described in the trustees annual report a move to another premises is currently expected to take place in March 2025. The rent is £17,450.