

**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 2025**

## **WOMEN AND HEALTH**

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## WOMEN AND HEALTH

### TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2025

#### 1. Introduction

The trustees, who are also directors of the Company for the purpose of the Companies Act, present their annual report and financial statements for the year ended 31 March 2025. This is also a Directors' Report as required by Companies Act 2006. 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 (SORP) 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

The Charity's governing document is its Trust deed and supplemental Trust Deeds.

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

#### 3. Directors and Trustees

Trustees throughout the year:

Laura Dix (formerly Co-Chair)

Lesia Haliv

Dominique Logan (resigned March 2025)

Judith Millecker - Chair (July 2024)

Sneha Paleja

Nivey Nocher (appointed Nov 2024, resigned Nov 2025)

Elizabeth Rawson – Treasurer

None of the Trustees has any beneficial interest in the company. All 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 or two Management Committee meetings and one Fundraising meeting 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.

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### **TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2025**

We 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
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#### **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.

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### **TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2025**

#### **7. Public Benefit**

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 Improving Access to Psychological Therapies (IAPT) Service and free to the recipients;
- Low-cost long-term counselling;
- Volunteering from trainee counsellors;
- Volunteering from practitioners of Complementary and Alternative Medicines (CAM);
- 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;
- Continued professional training and reflective practice for counselling trainees;
- Reflective practice for CAM practitioners;
- In person Chi Kung, Chakra Dance, Kundalini Yoga and Yoga Nidra;
- Gardening activities;
- Arts and crafts workshops;
- Menopause workshops;
- 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;
- CAM treatments;
- Maintenance and decorating;
- Gardening;
- Reception and Admin.

#### **9. Achievements and Outcomes**

During the year we delivered just under 3,000 counselling sessions to both long- and short-term clients and approximately 4,600 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 in total visited our centre. We occasionally host online yoga classes.

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### TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2025

Our clients get a lot from our sessions.

*"Women + Health is very special, I've been attending for years and treatments have helped me immeasurably in managing my health issues. N is an extremely powerful and sensitive reiki practitioner. I'm so grateful for being able to access the range of treatments you offer."*

*"Great place friendly, helpful, H who does Acupuncture has done a amazing job, I would highly recommend her if you are having pain."*

*"Women+health is a small island of calm in busy bustling Camden - providing therapies & activities for well being in a relaxed warm & friendly safe place - highly recommended!"*

From the centre manager at Age UK Camden regarding an event we ran with them:

*"Body treatment sessions such as massage run by W&H are proven to be hugely beneficiary to our clients. Our clients have been very isolated during the pandemic and various lockdowns and the benefits of Massage therapy for their physical and mental wellbeing is tremendously important. Many of our clients suffer from long term health conditions such as Dementia, COPD, arthritis, and stroke survivors and a massage will give them some relief from physical pain, improving their quality of life. The massage sessions at Great Croft centre really pampers our clients."*

Feedback from some of those who attended the Age UK massage sessions this year:

*"I feel BRAND NEW, thank you so much"*

*"This is such a treat, it feels so nice to be pampered – thank you"*

*"That was brilliant thank you, I can't wait for another massage"*

*"That was fantastic. I feel so calm. Thank you"*

## **COUNSELLING**

Women and Health provides both short-term (up to 10 sessions delivered through the IAPT partnership) and long term (up to 46 sessions) counselling. The majority of sessions were delivered by volunteer trainees, who received regular clinical supervision at Women and Health. Both services are available to men. Men's appointments are online and two evenings a week, we are women only at all other times.

### **Improving Access to Psychological Therapies (IAPT) 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 277 individuals who presented with anxiety and depression, complex chronic health issues and life challenges. They were referred to us by the Trust. In order to measure clients' progress, clinical questionnaires PHQ-9 and GAD-7, applying nationally set recovery criteria for IAPT, were administered at each counselling session.

### **Long Term Counselling Service**

The long-term counselling service offered affordable sessions to individuals over a twelve-month period. Clients typically presented with complex issues that could not be fully addressed through short-term counselling. They came to the service from our IAPT and other in-house programmes.

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### **TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2025**

This service meets a significant demand for in-depth support, evidenced by its popularity and the scarcity of similar low-cost local options with places available. Clients were encouraged to make donations ranging from £1 to £30 per session.

Special priority was given to BAME individuals, those experiencing perinatal challenges, and people with low incomes (earning less than £20,000 p.a.); all these groups continue to face difficulties during the continued cost of living crisis. Where possible, these clients are offered highly subsidised counselling at £1 to £5 per session, funded through the Big Give Women and Girls campaign. Efforts to secure additional funding are ongoing, with the goal of expanding the service to offer more places in the medium to long term.

### **CAM SERVICES**

During the year 30 practitioners offered a wide range of therapies, including massage, osteopathy, acupuncture, reflexology, sound therapy, aromatherapy, shiatsu, and reiki. All practitioners were fully vetted, interviewed, and insured and members of their professional body. We have two practitioner groups: volunteers, many of whom are newly qualified, whose sessions are charged at £20 which comes direct to Women and Health, and experienced practitioners who hire rooms for a very reasonable rate and in return agree to our ceiling of £45 on the amount they charge to clients.

These experienced practitioners also delivered our outreach service. We provided free sessions and conducted workshops with the London Irish Centre, Age UK Camden, Healthwatch Camden, Camden Carers and other community organisations, their clients included refugees, survivors of abuse and unpaid carers. We attended 13 events and gave treatments to 174 women. We gave massage treatments at ten of these events and yoga at three of them.

### **Phoenix Rose Project**

Women and Health has provided CAM treatments to survivors of domestic and sexual violence who are clients of Solace Women's Aid for a number of years. Solace refer their clients to us for weekly sessions, including massage, aromatherapy, reflexology, and acupuncture. These therapies are chosen to address the specific needs of survivors, supporting their physical and emotional wellbeing. During the year, we experimented with delivering treatments at the Solace's premises. However, this was not particularly successful so in early 2025 the sessions returned to Women and Health.

In the period under review, a total of 280 CAM treatments were delivered to Solace clients, with each session lasting 1.5 hours. This significant number highlights the ongoing demand and value of the service for survivors. Feedback has been overwhelmingly positive, with many survivors expressing their enjoyment and appreciation of the treatments provided.

Women and Health remains dedicated to working alongside Solace Women's Aid to continue offering this vital service to survivors of domestic and sexual violence. The partnership reflects a shared commitment to supporting the healing and recovery of those affected.

### **Garden**

There is growing evidence of the health benefits of contact with the natural environment. With continuing help from The Hollick Family Foundation, clients and the local community are able to enjoy our safe green garden, where we hold activities and craft sessions outdoors during the warm weather.

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### **TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2025**

Gardening activities are with an experienced gardener; the craft sessions use natural ingredients from the garden such as rosemary and lavender. Classes are free with donations requested.

We are looking forward to working on our new green space when we move to Queens Crescent, Camden later this year. We will be in the middle of a social housing estate and will be starting the garden from scratch. We intend to invite our new neighbours to come and be involved in creating and tending the garden.

#### **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 £81,143 (2024: £85,000) at the end of the year, at the bottom of our target range which we estimate to be £81,000 to £162,000 in 2025 – 26. Although, our general reserves have depleted and we are using our Operational Sustainability Fund to cover our unrestricted expenditure, the trustees have plans to increase efforts for fundraising and diversifying income from early 2026. This will ensure that the charity will increase its reserves over the next twelve months. Section 13 of the TAR outlines the strategy for increasing income.

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 (11. and 12 below), we now estimate will run until December 2025.

#### **11. Financial Review**

We noted in last year's report that it was likely that, because of the cost of essential works to our centre, the landlord, LB Camden (LBC), would exercise its right to determine the lease. We now expect to move in late December 2025. This has affected the writing off of the Leasehold Improvement and Big Lottery capital works (Balance sheet and Note 10, £31,426 at March 31st 2024 reduced to £13,468 at March 31<sup>st</sup> 2025).

At £281,266 our income was a little higher than the previous year (2024: £274,265). Expenditure at £335,505 which includes £17,958 depreciation, was also higher (2024: £320,408, including £31,426 depreciation) leaving a deficit of £54,239 (2024: £46,140).

The total balance in restricted funds at the year end was £30,214 (2024: £59,328). After deducting £11,925 building leasehold improvement and £1,544 Big Lottery Fund capital works, the balance in active restricted funds was £16,746 (2024: £27,902 in active funds, £27,825 leasehold improvement, £3,602 Big Lottery works). The total in unrestricted funds was £88,558 (2024: £113,683), which included the Operational Sustainability Fund.



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### **TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2025**

Income from our charitable activities increased by £19,703, 11%, on the previous year (£200,843 v £181,140), with rises in all categories:

- contract agreements at £178,710 was up 9% (2024: £163,596). Of that increase
  - £10,900, 145%, came from Solace Women's Aid who commissioned 198 sessions (125 in 2024);
  - we received a 2.7% uplift (£4,214) on the IAPT short term counselling contract with the Camden & Islington NHS Foundation Trust, the first increase since 2021 - 22;
- service user contributions increased by 8%, from £14,696 to £15,893;
- partner organisation contributions more than doubled (119%), from £2,847 to £6,240.

Grant income at £22,600 was 36% lower (2024: £35,203). In 2024 we received £23,203 from the Camden Resilience Fund for a Fundraising Officer but this year's grant was the smaller sum of £10,000 for a Data Officer. We continued to receive support (£12,000) from the Violet Melchett Children's Trust.

Income from donations, including Gift Aid, was over 30% higher than the previous year (£25,991 v £19,804). It included:

- £10,000 from the Hollick Family Foundation, for the final year of a three year donation;
- £5,000 which we raised via the Big Give Women and Girls Fund;
- Smaller donations, including from Euromonitor International and the Zabłudowicz Art Trust, made up the remaining £5,666.

Income generated by our own activities at £28,840 was over 20% down on the previous year (2024: £35,175):

- the Other category, which is almost entirely attributable to room hire, reduced by over 20% from £30,911 in 2024 to £24,375;
- this year's Sculpture Walk in June raised slightly more than the 2024 walk (£4,465 v £4,263).

### **Commentary**

#### *Expenditure*

When depreciation is excluded, expenditure was £317,547 compared with £288,982 in 2024, an increase of 10%. The majority of the additional £28,565 was split evenly between increased staff and increased direct project costs. On the staff side this was largely attributable to the Fundraising Officer whose costs were met by the Resilience grant from LB Camden; additionally, we gave staff a minimum 3% pay rise with those on the London Living Wage receiving a 10% increase. Almost 60% of the increase in direct project costs arose from the provision of additional services, mainly the extra treatments commissioned for their clients by Solace Women's Aid. Another 20+% stemmed from additional counselling supervision costs and expenditure on training, which was funded through the LB Camden Resilience grant, comprised 10% of the overall increase.

#### *Income*

Our three main sources of income were contracts (64%), donations and grants (17%) and our own activities, particularly room hire (10%).

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### TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2025

The majority (90%) of contract income and over half (57%) of total income came from short term counselling for the Camden & Islington NHS Foundation Trust. The contract with Solace to provide CAM services has varied over the years according to their requirements; the number of sessions increased from 125 to 298 this year. There is potential to develop further CAM contracts, and this year we were pleased to initiate a new relationship with Highgate Newtown Community Partnership (HNCP).

We continued to develop applications to trusts and foundations; however, as noted in last year's report, our success has reduced from a high point during the Covid period. Towards the end of the

calendar year, we strengthened our approach by engaging a professional grant finder and bid writer. This involved an initial period of familiarisation to ensure a thorough understanding of Women and Health's work, impact and funding priorities. Given the breadth and complexity of our activities, this groundwork was essential in laying the foundations for high-quality, well-targeted applications. We are now moving forward with this refined approach and are awaiting the outcomes of the first round of submissions.

In last year's TAR we highlighted a report, commissioned by Rosa, the National Lottery Community Fund, and Esmée Fairbairn Foundation, [Women-and-Girls-Sector-Research-Mapping-Report-Amended.pdf](#) which found that, in 2021, whilst women and girls charities made up 3.5% of all charities registered in the UK, according to the available grant data, 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; furthermore, one-third of the funding for women and girls' initiatives was directed towards organisations not catering specifically for these demographics.

Further research commissioned by Rosa in 2024 from Pro Bono Economics, [Underfunded-under-resourced-and-under-the-radar.pdf](#) highlights the challenging landscape faced by small, specialist organisations, such as ourselves, in the women and girls sector. According to the report, over half (53%) of these charities employ fewer than ten staff (we have 6.9 FTE), a significant contrast with the broader charity sector, where only 25% are similarly sized. The report argues that this imbalance creates real obstacles. Smaller organisations are often excluded from public sector contracts, leaving them to vie against one another for limited trust and foundation funding. The report states 'This incredibly competitive environment means organisations whose resources are already stretched are spending disproportionate amounts of time applying for small amounts of short-term funding. This keeps them from their vital frontline work and creates an environment of scarcity.' While Women and Health participates alongside other local charities in a public sector contract via the IAPT partnership, the broader struggles identified by Pro Bono Economics remain relevant to our search for funding from trusts and foundations. The situation is compounded by the nature of our work: most of our services are delivered one-to-one, making our operations more costly compared to organisations that provide group-based support. As a result, in this highly competitive landscape, securing sufficient resources remains a continual challenge.

During the year, trustee fund raising efforts have been directed towards promoting the Sculpture Walk and the Big Give Women and Girls campaign. Also, led by two new potential members, we created an information and marketing pack to promote our services and connect with companies.

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### **TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2025**

As noted above, income from room hire decreased significantly this year as regular hirers and CAM practitioners made fewer bookings. The underlying causes are not entirely clear but changes in organisations' funding and clients' disposable income and the building's reduced appeal while awaiting the move may have played a part. This year we had intended to develop this income stream through marketing to individuals and organisations but, in the event, have lacked both resources and conducive circumstances. We knew the move would hamper us in the short term because of the condition of the current premises and the change of location. What we had not expected was for the moving date to be incrementally pushed back so that it is now expected to be late in 2025.

#### **12. Risk Management**

The Management Committee has conducted a review of the major risks to which Women and Health is exposed and established a 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 the counselling monitoring bodies BACP or UKCP, 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 continued rising cost of living. We try to offset this risk by being a good employer and through fundraising.

Our financial situation is an ongoing issue. Trustees were already concerned about our over dependence on the income from the IAPT contract. This has been further highlighted because the Camden & Islington NHS Foundation Trust is renegotiating their agreement with us and other members of the partnership to move to delivering Counselling for Depression (CfD), a modality which requires a more specialised approach than that currently applied. The Trust has been in discussion with us and the other partners during 2025. However, information central to the design of such a service was only provided late in November. We have submitted our proposal but will not know the result until early in January. Additionally, we have not been provided with information on how the Trust proposes to handle the transition to CfD, e.g. what arrangements will be made for clients that have been referred to and assessed by us but have not yet begun therapy, or have outstanding sessions at the end of March.

We have dual authorisation procedures for all transactions to minimise internal control risks.

Our clients are vulnerable, often both physically and mentally, and keeping them safe is a priority. Unfortunately, in the year under review a client reported a serious incident that occurred with a practitioner in June 2023, on our premises. We undertook a thorough investigation, including working with the Police, and reported this to the Charity Commission. The Charity Commission later informed us that we had acted correctly and followed all correct procedures.

We first reported in 2022 that our landlord, LB Camden, was likely to exercise its right to determine the lease because of the cost of essential works to our centre. Since then, the Council has supported us by identifying alternative premises in their portfolio and refurbishing them to fit our needs. It also provided a grant of £5k for professional advice and the costs of preparing for a move. Unfortunately,

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### **TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2025**

the process has proved much lengthier than anticipated and the uncertainty over the move date has been challenging for us. The works began this September, and we are expecting to move in late December 2025. This continually changing timescale has negatively affected our forward planning and diverted staff time away from running and developing the organisation's services as well as causing increased stress among team members. The move is both a risk and an opportunity for the organisation. There is likely to be a period of adjustment as we settle into the new, somewhat less central, location but having newly refurbished premises will be a great improvement on our current building, benefiting both clients and staff and helping attract more users.

#### **13. Going concern**

We have prepared a projected cashflow based on what we believe are realistic assumptions regarding income and expenditure through to the end of 2026–27. This includes our submission to the Trust for a new CfD service. We anticipate learning the outcome of this proposal in early January. Should the Trust propose different terms, we will respond constructively and flexibly. If the contract is terminated, we will lose a significant portion of our income. However, the likelihood of the income reducing due to the changes in the terms is higher than the contract terminating altogether. To recover the shortfall arising from the reduction in the Trust income, we will re-organise and develop the other services that we provide, seeking new opportunities as detailed below.

While details of the Trust's approach to managing the transition from the current system to CfD are yet to be confirmed, we are already scoping how to ensure a smooth and effective transition.

One of our key strategies to ensure long-term sustainability is to diversify our income streams. We are actively pursuing new sources of revenue alongside our existing ones. Although our progress has been temporarily slowed by the demands of relocating, we remain focused on expanding our reach and strengthening our financial foundation.

We are actively evaluating opportunities to re-envision and improve our services, including the non-NHS long-term counselling provision, in order to better respond to the needs of the women we support. We are preparing a targeted initiative to increase income from room hire at our new premises. This will include streamlined booking management and a vibrant campaign to attract a wider range of users, further boosting our organisation's revenue and community impact.

We are actively evaluating partnership opportunities that could enrich our services and increase room usage. Our grant-related fundraising activities are managed by an experienced consultancy (see section 11.), and we are committed to building on our successful collaboration. Together, we will continue to identify and pursue opportunities that bring maximum value to our organisation and the people we support.

Trustees are strengthening efforts to establish new relationships with businesses and secure their engagement as supporters and as users of our services, while we also work to broaden our network of personal connections. These endeavours will help to further support our mission and growth.

A central part of our strategy is the redesign of our website to better showcase our services and achievements, and to meet the needs of both clients and prospective funders.

We will intensify these initiatives early in the new year and are confident that they will strengthen our organisation and enhance the support we provide to our community.

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### **TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2025**

#### **14. 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 & 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

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### **TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2025**

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:

- a) select suitable accounting policies and apply them consistently;
- b) observe the methods and principles in the Charities SORP;
- c) make judgments and accounting estimates that are reasonable and prudent;
- d) state whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- e) prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Trust will continue in operation.

The Trustees are responsible for keeping proper accounting records that are sufficient to show and explain the Trust's transactions and disclose with reasonable accuracy at any time the financial position of the Trust 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. They are also responsible for safeguarding the assets of the Trust and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

This report was approved by the Trustees on ...22/12/2025.....

Signed:

*Elizabeth Rawson*

*Laura Dix*

Elizabeth Rawson

Treasurer

Laura Dix

Trustee

Dated: 22/12/2025

Dated: 22/12/2025

## **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 2025 which are set out on pages 15 to 25.

#### **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.

Shruti Soni  
FCCA ACIE  
117a St Johns Hill Sevenoaks TN13 3PL  
Date 23/12/2025

**Statement of Financial Activities including Income and expenditure account**

**For the year ended 31 March 2025**

		<b>Unrestricted Funds</b>	<b>Restricted Funds</b>	<b>Total 2025</b>	<b>Total 2024</b>
	Notes				
<b>Income From:</b>					
Donations and grants	2	32,991	15,600	48,591	55,007
Activities for generating funds	3	28,840	-	28,840	35,175
Investments	4	2,993	-	2,993	2,947
Charitable activities	5	200,843	-	200,843	181,140
<b>Total</b>		<u>265,667</u>	<u>15,600</u>	<u>281,266</u>	<u>274,268</u>
<b>Expenditure on:</b>					
Raising funds	6	16,374	-	16,374	449
Charitable activities	7	274,416	44,715	319,131	319,959
<b>Total</b>		<u>290,790</u>	<u>44,715</u>	<u>335,505</u>	<u>320,408</u>
<b>Net Movement in funds</b>		-25,124	-29,115	-54,239	-46,140
Fund balances at 1 April 2024		<u>113,683</u>	<u>59,328</u>	<u>173,011</u>	<u>219,151</u>
<b>Fund balances at 31 March 2025</b>		<u><u>88,559</u></u>	<u><u>30,213</u></u>	<u><u>118,772</u></u>	<u><u>173,011</u></u>

**BALANCE SHEET****Company registration number:2101723****AS AT 31 MARCH 2025**

		<b>2025</b>		<b>2024</b>	
	Notes	£	£	£	£
<b>Fixed Assets</b>					
Tangible assets					
Leasehold improvement	10		13,468		31,426
<b>Current Assets</b>					
Debtors	11	31,043		21,005	
Cash at bank and in hand		<u>100,626</u>		<u>130,559</u>	
		131,669		151,564	
<b>Current Liabilities</b>	12	<u>26,365</u>		<u>9,980</u>	
<b>NET CURRENT ASSETS</b>			105,304		141,584
<b>Total Assets Less Current Liabilities</b>			<u>118,772</u>		<u>173,011</u>
<b>Income Funds</b>					
Restricted funds-building leasehold improvement	13		13,468		31,426
Restricted funds-active projects			16,746		27,903
Unrestricted funds:					
Designated funds	14		88,558		90,232
General funds			-		23,450
<b>Total Charity Funds</b>			<u>118,772</u>		<u>173,011</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 2025. 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 22/12/2025.

*Laura Dix*

Laura Dix  
Trustee

*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 31 MARCH 2025**

**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 it is 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.

## **WOMEN AND HEALTH**

### **NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2025**

#### **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
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 December 2025 so the leasehold improvement works and fixtures and fittings are now being written off over the 21 months from April 2024 to December 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**

Having reviewed their cashflow projections for 2026-27 prepared based on realistic assumptions, the trustees remain confident that their increased efforts for fundraising and diversifying income in 2026 will increase income and cover any loss of revenue arising from the changes in the CfD contract.

Although our reserves have been exhausted and we are currently using our Operational Sustainability Fund, this will ensure that the charity will remain in operation for the next twelve months. 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.

## WOMEN AND HEALTH

### NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2025

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.

#### 2 Donations and grants

	Unrestricted Funds £	Restricted Funds £	2025 £	2024 £
Donations	20,991	5,000	25,991	19,804
Grants:				
The Violet Melchett Children's Trust	12,000	-	12,000	12,000
Camden Resilience Fund		10,000	10,000	23,203
LBC-Cost of Living Response		600	600	
	<b>32,991</b>	<b>15,600</b>	<b>48,591</b>	55,007

Donations include just over £10,000 (£5,000 restricted) via The Big Give, including £5,000 from MSN; £10,000 from the Hollick Family Foundation which has been designated to the Green Fingers Calm Minds (GFCM) project; £1,942 from Euromonitor international and the rest is from attendees at online classes and various donors.

Donations received in 2024 include £2,406 from The Big Give, £13,500 from Hollick Family Foundation of which £10,000 was designated to the Green Fingers Calm Minds (GFCM) project and the rest was from attendees at online classes and various donors.

Of the total Donations and Grants received in 2024, £25,609 was restricted and £29,399 unrestricted.

#### 3 Activities for generating funds

	Unrestricted Funds £	Restricted Funds £	2025 £	2024 £
Events	4,465	-	4,465	4,263
Others	24,375	-	24,375	30,911
	<b>28,840</b>	<b>-</b>	<b>28,840</b>	35,174

Events - this was our Sculpture walk in June 2025.

Others includes room hire and sales.

#### 4 Investment income

	2025 £	2024 £
Interest receivable	<b>2,993</b>	2,947

## WOMEN AND HEALTH

### NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2025

#### 5 Income from charitable activities

	Unrestricted Funds £	Restricted Funds £	Total 2025 £	2024 £
Contract agreements	178,710	-	<b>178,710</b>	163,596
Partner organisations' payments	6,240	-	<b>6,240</b>	2,848
Service user contributions	15,893	-	<b>15,893</b>	14,696
	<b>200,843</b>	-	<b>200,843</b>	181,140

	Unrestricted Funds	Restricted Funds	Total 2025	Total 2024
<b>Contract Agreements</b>				
Camden and Islington NHS Foundatio	160,310	-	<b>160,310</b>	156,096
Solace Women's Aid	18,400	-	<b>18,400</b>	7,500
<b>Partner organisations' payments</b>	6,240	-	<b>6,240</b>	2,848
<b>Service user contributions</b>	15,893	-	<b>15,893</b>	14,696
	<b>200,843</b>	-	<b>200,843</b>	181,140

#### Comparison figures for Year 2024:

	Unrestricted Funds	Restricted Funds	Total 2024
<b>Contract Agreements</b>			
Camden and Islington NHS Foundatio	156,095	-	<b>156,095</b>
Solace Women's Aid	7,500	-	<b>7,500</b>
<b>Partner organisations' payments</b>	2,848	-	<b>2,848</b>
<b>Service user contributions</b>	14,696	-	<b>14,696</b>
	<b>181,140</b>	-	<b>181,140</b>

#### 6 Raising funds

Total 2025 £	Total 2024 £
<b>16,374</b>	449

This includes the direct expenditure for raising funds such as expenses for organising our sculpture walk and Justgiving fees and also payment of £3,000 to a bid writer to produce funding applications for the charity, plus the salary of our Fundraising Co-ordinator.

## WOMEN AND HEALTH

### NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2025

#### 7 Charitable activities

	CAM*	Counselling	GFCM**	Building & Fixtures	Total 2025	Total 2024
Salaries and Staff costs	65,053	113,514	660	-	<b>179,227</b>	179,958
Direct Project costs	16,195	39,284	5,415	-	<b>60,894</b>	49,207
Office and Equipment costs	3,322	5,230	0	-	<b>8,552</b>	8,006
Premises and overheads	15,550	28,259	1,535	-	<b>45,344</b>	43,030
Central costs	2,410	2,897	477	-	<b>5,784</b>	6,794
Depreciation	0	0	0	17,958	<b>17,958</b>	31,426
Independent Examination	487	884	0	-	<b>1,371</b>	1,538
<b>Total</b>	<b>103,017</b>	<b>190,069</b>	<b>8,087</b>	<b>17,958</b>	<b>319,131</b>	<b>319,959</b>

#### Comparison figures for Year 2024:

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

\* Complementary and Alternative Medicine

\*\* Green Fingers Calm Minds project.

Total expenditure in 2025 of £339,730, includes restricted expenditure of £48,940, (2024: £53,806) and unrestricted expenditure of £290,790 (2024: £266,602).

Building & Fixtures, Depreciation for 2025: 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 (2024: £Nil).

There are no related party transactions to report.

#### 9 Employees

##### Number of Full-time equivalent employees

The average monthly number of employees during the year was:

	2025	2024
Service Delivery	3.9	3.9
Support	3	2.5
	<b>6.9</b>	<b>6.4</b>

## WOMEN AND HEALTH

### NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2025

#### Employment Costs

Wages and salaries	178,142	159,935
Social security costs	7,444	6,734
Employer pension contributions	3,361	3,105
	<u>188,947</u>	<u>169,792</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 £33,150 (2024:£34,780).

#### 10 Tangible fixed assets

	Building Leasehold Improvement	Fixtures and Fittings & Equipment	Total
Cost at 31 March 2024	441,048	8,755	449,803
Added Value			
<b>Cost at 31 March 2025</b>	<u><b>441,048</b></u>	<u><b>8,755</b></u>	<u><b>449,803</b></u>
<b>Depreciation</b>			
At 1 April 2024	409,623	8,754	418,377
Charge for the year	17,958		17,958
<b>At 31 March 2025</b>	<u><b>427,581</b></u>	<u><b>8,754</b></u>	<u><b>436,335</b></u>
<b>Net Book Value</b>			
<b>At 31 March 2025</b>	<u><b>13,467</b></u>	<u><b>1</b></u>	<u><b>13,468</b></u>
At 31 March 2024	<u>31,425</u>	<u>1</u>	<u>31,426</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 December 2025 rather than June 2024 as anticipated last year when the leasehold improvement works were being written off over the 27 months from April 2022 to June 2024.

The leasehold improvement works shown in the balance sheet and above as £31,425 at March 31st 2024 are now being written off over the 21 months from April 2024 to December 2025.

<b>11 Debtors</b>	<b>2025</b>	<b>2024</b>
Grants, contracts and activities	<b>26,342</b>	15,397
Prepayments and accrued income	<u><b>4,701</b></u>	<u>5,608</u>
	<u><b>31,043</b></u>	<u>21,005</u>

<b>12 Creditors: amounts falling due within one year</b>	<b>2025</b>	<b>2024</b>
Trade creditors	<b>8,602</b>	5,284
Taxes and social security costs	<b>3,031</b>	2,582
Accruals	<b>2,638</b>	2,113
Deferred Income	<u><b>12,095</b></u>	
	<u><b>26,365</b></u>	<u>9,980</u>

## WOMEN AND HEALTH

### NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2025

#### 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 2024	Income and Gains	Expenditure and Losses	31 March 2025
	£	£	£	£
a) Building - Leasehold Improvement	27,825	-	15,900	11,925
b) Big Lottery Fund - Capital costs	3,602	-	2,058	1,544
c) The Big Give-Digital Capacity Building	230	-	230	-
d) The Big Give-LT counselling	-	5,000	5,000	-
e) Anonymous donation	3,700	-	3,700	-
f) LBC- relocation of Women and Health	4,250	-	-	4,250
g) LBC-Resilience Fund	19,723	10,000	17,227	12,496
h) LBC- Camden Cost of Living Response	-	600	600	-
	<b>59,329</b>	<b>15,600</b>	<b>44,715</b>	<b>30,214</b>

#### 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 December 2025 so the grant is now being written off over the 21 months from April 2024 to December 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 full 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 by employing a Fundraising Co-ordinator in 2024 and Data Officer in 2025.
- h) LBC-Cost of Living Response to assist those experiencing period poverty.

#### Comparison figures for Year 2024:

Movement in Funds	01 April 2023	Income and Gains	Expenditure and Losses	31 March 2024
	£	£	£	£
Building - Leasehold Improvement	55,649	-	27,825	27,825
Big Lottery Fund - Capital costs	7,203	-	3,602	3,602
The Big Give-Digital Capacity Building	1,023	-	793	230
The Big Give-LT counselling	11,451	2,406	13,857	-
Anonymous donation	7,200	-	3,500	3,700
LBC- relocation of Women and Health	5,000	-	750	4,250
LBC- Boosting resilience	-	23,203	3,480	19,723
	<b>87,526</b>	<b>25,609</b>	<b>53,806</b>	<b>59,329</b>

## WOMEN AND HEALTH

### NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2025

#### 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 2024	Income	Expenditure	31 March 2025
	£	£	£	£
Operational Sustainability Fund	85,000	-	3,587	81,413
Hollick Family Foundation	5,232	10,000	8,087	7,145
	<u>90,232</u>	<u>10,000</u>	<u>11,674</u>	<u>88,558</u>

The Operational Sustainability Fund will contribute to operating costs in future years. £3,587 was spent from the operational sustainability fund. £10,000 received from the Hollick Family Foundation has been designated for our GFCM project.

#### Comparison figures for Year 2024:

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

#### 15 General funds

Showing movements in general funds during the year.

1 April 2024	Income	Expenditure	31 March 2025
23,450	255,667	279,117	-

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

#### 16 Analysis of net assets between funds

	Unrestricted	Designated	Restricted	Total
	£	£	£	£
Fund Balances at 31 March 2025 are represented by:				
Tangible Fixed Assets	1	-	13,468	13,468
Current Assets	26,365	88,558	16,746	131,669
Creditors: amounts falling due within one year	-26,365	-	-	-26,365
	<u>-</u>	<u>88,558</u>	<u>30,214</u>	<u>118,772</u>



**WOMEN AND HEALTH**  
**NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2025**

Comparison figures for Year 2024:

	Unrestricted £	Designated £	Restricted £	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
	<u>23,450</u>	<u>90,232</u>	<u>59,329</u>	<u>173,011</u>

**17 Commitments under operating leases**

At 31 March 2025 the company had annual commitments under non-cancellable operating leases as follows:

Land and buildings	
2025	2024
£	£
<b>17,450</b>	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 December 2025. The annual rent is £17,450.