

WYCOMBE WOMEN'S AID LIMITED

England & Wales · Charity number 299946

Details

Status	Registered
Legal form	Charitable company
Company number	02245478
Registered	1988-09-29
Register	View on the Charity Commission register

Contact

Address	PO Box 1477 High Wycombe HP11 9HP
Phone	01494461367
Email	enquiries@wycombewomensaid.org.uk
Website	www.wycombewomensaid.org.uk

Activities

Objects: FOR THE PURPOSES OF THE RELIEF OF DISTRESS AND SUFFERING EXPERIENCED BY WOMEN AND THEIR CHILDREN WHO HAVE SUFFERED PHYSICAL, PSYCHOLOGICAL, SEXUAL OR FINANCIAL VIOLENCE WITHIN AN INTIMATE OR FAMILY TYPE RELATIONSHIP.

Activities: Wycombe Women's Aid provides independent, specialist services to women and children experiencing the effects of domestic violence. We provide safe, temporary and emergency accommodation as well as practical and emotional support within the refuge and through outreach in the local community. Our services are underpinned by an equal opportunities approach & shaped by a feminist, trauma informed ethos.

Classification

- **How:** Provides Buildings/facilities/open Space, Provides Services, Provides Advocacy/advice/information
- **What:** Education/training, The Advancement Of Health Or Saving Of Lives, The Prevention Or Relief Of Poverty, Accommodation/housing
- **Who:** Children/young People, Other Defined Groups

Geography

- **Area of benefit:** WYCOMBE
- Buckinghamshire

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£663,298	£685,773	£287,382	15
2024-03-31	£684,235	£695,530	£309,857	15
2023-03-31	£651,606	£633,691	£321,152	15
2022-03-31	£599,672	£648,003	£303,237	14
2021-03-31	£745,405	£636,471	£351,568	15

Trustees

Name	Role	Appointed
Michelle Vickers	Chair	2017-09-06
Alexandra Louise Care		2025-10-09
CLAIRE LONG		2015-09-22
Hannah Parker		2023-11-06
Joanne Clare Belshaw		2025-10-09
Karen Jane Huish		2025-10-09

WYCOMBE WOMEN'S AID LIMITED

England & Wales - Charity number 299946

Accounts

COMPANY REGISTRATION NUMBER: 02245478
CHARITY REGISTRATION NUMBER: 299946

Wycombe Women's Aid Limited
Company Limited by Guarantee
Unaudited Financial Statements
31 March 2025

RUSKELLS CHARTERED ACCOUNTANTS LTD

Chartered accountants
The Tall House
29A West Steet
Marlow
Buckinghamshire
SL7 3QN

Wycombe Women's Aid Limited

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Financial Statements

Year ended 31 March 2025

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Wycombe Women's Aid Limited

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report)

Year ended 31 March 2025

The trustees, who are also the directors for the purposes of company law, present their report and the unaudited financial statements of the charity for the year ended 31 March 2025.

Reference and administrative details

Registered charity name Wycombe Women's Aid Limited

Charity registration number 299946

Company registration number 02245478

Principal office and registered office The Tall House
29a West Street
Marlow
Buckinghamshire
SL7 2LS

The trustees

Meena Bhatia (Resigned 13 May 2024)
Christine Adames
Claire Long
Hannah Parker
Michelle Vickers

Senior Members Sara Britnell CEO
Ferzana Bi Deputy CEO

Bankers

Lloyds TSB
27-31 White Hart Street
High Wycombe
Buckinghamshire
HP11 2BD

Scottish Widows
PO Box 12757
67 Morrison Street
Edinburgh
EH3 8YJ

Independent examiner Ruskells Chartered Accountants
The Tall House
29A West Steet
Marlow
Buckinghamshire
SL7 3QN

Wycombe Women's Aid Limited

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2025

Structure, governance and management

Trustees Report

The Trustees present their annual report together with the financial statements of the charity Wycombe Women's Aid (WWA) for the year 1 April 2024 to 31 March 2025. The Trustees confirm that the Annual Report and financial statements of the company comply with the current statutory requirements, the requirements of the company's governing document and the provisions of the Statement of Recommended Practice (SORP), applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

Since the Charity qualifies as small under section 382 of the Companies Act 2006, the Strategic Report required of medium and large companies under the Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013 has been omitted.

Wycombe Women's Aid (WWA) has continued to deliver lifesaving services evidencing the continued need for specialist domestic abuse support for women and children. In partnership with Aylesbury Women's Aid (AWA) under the name of Bucks Domestic Abuse Service we have also successfully delivered the second year of our contract covering our respective areas across the county of Buckinghamshire.

Wycombe Women's Aid Limited

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2025

Objectives and activities

POLICIES AND OBJECTIVES

WWA's objectives and activities are for the purposes of the relief of distress and suffering experienced by women and their children who have suffered physical, sexual, coercive control, psychological, emotional or economic abuse within an intimate or family type relationship. The Charity Commission's guidance on public benefit is kept in mind at all Management Committee meetings.

STRATEGIES FOR ACHIEVING OBJECTIVES

WWA exists to provide independent, specialist services for women and children experiencing the effects of domestic violence. We provide safe, temporary and emergency accommodation as well as practical and emotional support within the refuge and through outreach in the local community. Our services are underpinned by an intersectional feminist, trauma informed ethos. WWA collectively and regularly monitors and reviews its strategies.

The support services WWA provides are for people living in the Wycombe, South Bucks and Chiltern areas of Buckinghamshire. In the interests of safety and confidentiality our refuge accommodation is for women and children who do not live in the immediate locality. Using the national UK Routes to Support service we find refuge space for local women in refuges away from the locality of the abuse. This informal reciprocal arrangement ensures risk reduction and safety. All our services support a survivor to become a thriver. The services WWA provides are:

- Phonelines for Refuge and Outreach Services
- Refuge accommodation
- DA Caseworkers
- IDVA (Independent Domestic Violence Advocate)
- Counselling
- Group work
- Children and Young People
- Out of Hours service (OOH)
- Administration of the Sanctuary Scheme
- Training and Awareness Raising

WWA's core values reflect our history and were compiled by the women we work with, workers and trustees. Our five core values are as follows:

WOMEN'S POWER We believe in self-determination and women's power to take back control of their lives. **LISTENING AND BELIEVING** We listen to women and children and believe they are the experts in their own lives. **EQUALITY** We value equality of opportunity within our diverse community. We believe domestic violence is a contravention of our human rights. **CHOICE** Women and children are at the heart of everything we do and we respect their choices. **RESPONSIVENESS** We are responsive to the views of women and children to develop our provision of confidential and informed services.

Domestic violence is a gendered crime which is deeply rooted in the societal inequality between women and men. The UN (United Nations) describes VAWG (violence against women and girls) as 'any act of gender based violence that is directed against a woman because she is a woman or that affects women disproportionately' (UN 2006:12).

WWA defines domestic violence as an incident or pattern of incidents of controlling, coercive, threatening and degrading behaviour, including physical and sexual violence, which is perpetrated by a partner or ex-partner. The vast majority of domestic violence is experienced by women and is perpetrated by men.

Wycombe Women's Aid Limited

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Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2025

Domestic violence includes, but is not limited to, coercive control, psychological, emotional, physical, sexual and economic abuse, harassment and stalking and online or digital abuse.

ACTIVITIES FOR ACHIEVING OBJECTIVES

WWA has two support teams: accommodation-based services and community-based services. Accommodation based services provide refuge and support for women, children and young people living in the refuge. Community services provide support for women, children and young people living in the community. WWA has three principal activities: refuge services, children and young people's services and community services. A significant, positive and often 'life saving' difference is made for many people as a result of the support given by WWA. Women, children and young people's confidence and self-worth are heightened, and they become emotionally stronger and more able to form strong and healthy boundaries in future relationships as well as becoming active and positive members of the community.

Accommodation Based Service

Phoneline - WWA provides a domestic abuse phoneline during office hours. The worker answering the call will provide support if the caller is in crisis, she may provide information if requested, signpost to the various services provided by WWA or to an outside agency, find refuge space for local women and their children, take referrals for women requesting refuge space, support an outside agency who is working with a client who is experiencing domestic violence or transfer calls to other workers. The 24-hour national domestic violence helpline is available and information about this service is provided on WWA's answerphone out of hours.

Refuge - WWA's refuge offers a safe place to stay for women on their own and women with their children who are experiencing domestic violence and need to leave their homes. The service includes self-catering refuge accommodation, provision of emotional and practical support for women and children before, during and after their stay at the refuge, accompanying to court and appointments, emergency provisions, risk management and support planning.

This support is wide ranging and may, for example, include support with housing, finances, parenting, mental health needs and substance misuse. Refuge guests are encouraged to attend a weekly house meeting and any groups that are provided at our outreach office and in the wider community. We aim to work collaboratively with other agencies to ensure any additional needs are met.

Quote from a woman after leaving the refuge: I was a broken, scared person when I first arrived, extremely skinny but trying to put on a brave face. I am now completely different! I am so excited for our future and everything I know we can accomplish. This refuge and everyone here has been an integral part of that and I will be forever grateful!

Community Based Services

Phoneline - WWA provides a domestic abuse phoneline during office hours for medium and high risk women in the community. The worker answering the call will provide support if the caller is in crisis, complete a risk assessment to ensure they have access to the correct service, safety plan, provide information and signpost to the various services provided by WWA or to an outside agency.

DA Caseworkers - a needs led, trauma informed advocacy and support service for women who are deemed as medium risk following a risk assessment. Provision includes support and information in one-to-one support sessions; these sessions can be face to face, virtual or by telephone. This service works closely with the IDVA service as we recognise risk is ever changing.

Wycombe Women's Aid Limited

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Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2025

Quote from a woman after leaving the community-based service: I am so incredibly grateful with the support received. * was the calm, constant voice during a chaotic and stressful time. She has helped give me clarity and reassured me that my feelings were valid. Your service is invaluable - thank you all so much!" IDVA (Independent Domestic Violence Advocacy) - the IDVA service is an Independent Domestic Violence Advocacy service that offers intensive support for a limited time until the risk is reduced, and safety needs have been addressed. The IDVA's work within a multi-agency setting is to ensure all agencies do their part to enable the safety of the referred client and any children she may have. An IDVA attends, and has a pivotal role on, the Multi Agency Risk Assessment Conference (MARAC).

Quote from woman after leaving the IDVA service: I just wanted to take a moment to express my heartfelt gratitude for your presence during the meeting earlier. Your support and reassurance gave me strength, and I truly don't think I could have gone through it without you there. Thank you for the incredible work you do and for standing by me during such an important moment. It truly made a difference."

Counselling - WWA's counselling service is a self-referral service and provides person-centered counselling, cognitive behavioural therapy and time focused counselling delivered by a qualified NCPS (National Counselling and Psychotherapy Society) registered counsellor for women living in the Wycombe, South Bucks and Chiltern areas of Buckinghamshire.

The first session is an assessment to make sure that counselling is right for the woman. Each session lasts for one hour and takes place once a week at our outreach premises. After 8 sessions the woman and her counsellor will re-assess together how things are and the progress that has been made. If it is agreed that more needs to be explored the counsellor may offer further sessions.

Quote from a woman who had received counselling: Counselling helped me to cope with the huge changes that had happened (and I had made) since leaving, and with the doubts that what had happened was bad "enough" to follow through with separation and not go back. There was no judgement on my decisions or experiences, but at the same time it was somewhere I felt safe enough to recognise what had happened wasn't okay, wasn't showing any signs of changing and wouldn't be any different if I returned.

Our monthly 'Open Door' held at our outreach office where women can receive free advice from a local solicitor, DWP, Bucks Skills Up, Sexual Health, Family Support Service and any other organisation that wishes to attend continues to be popular and key to ensuring that women have the information they need to make positive change. Group work - this year we have delivered seven Freedom Program groups, three You and Me, Mum groups, two standalone Summer Workshops and one 'Power Hour'. All our groups are voluntary attendance and can be accessed by any woman who is using our services. Within the refuge service we have delivered Psychoeducational groups covering a wide range of topics to support understanding of the effects of DA, confidence building and self-care.

Quote from a woman after attending the Freedom Programme: I feel clearer about naming what I have been through. I feel confident maintaining boundaries with present and future friendships / relationships. I have felt more positive about myself - good qualities. Also, I have met amazing women. Sanctuary Scheme - WWA continues to administer the Sanctuary Scheme, using Safe Partnership Limited to carry out the target hardening. The project received a grant from Buckinghamshire Council's New Burdens Funding Scheme to provide this service. Since the re launch on 29th September the project has received 43 referrals, 34 requested both basic safety packages and video doorbells. This growing trend highlighted the importance of tech- enhanced services in providing both security, safety and risk assessment tools.

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Year ended 31 March 2025

Children and Young People - children who are living at the refuge with their mothers or female carers receive specialist interventions to allow them to work through their experiences of domestic violence. The service focuses on the safety, health and well-being of the children by offering good quality one-to-one and group creative play as well as opportunities that are stimulating and fun with a developmental aim such as dedicated after-school provision for older children, organised outings and play schemes during the school holidays. By monitoring the children's reactions, development and behaviour the child development workers ensure that each child's support plan is kept up to date. WWA has dedicated indoor spaces for the children which are well equipped and an outside play area with a variety of well-maintained and robust equipment. The child workers protect continuity of education by working closely with school admissions and assisting mothers with finding school and nursery places. WWA's work with children is OFSTED rated and an award of 'good' was given following an inspection on 5 October 2021.

Quote from a mother about support for her child: Having the playroom has helped build my confidence with leaving * and I appreciate that so much. Our lives are completely different and its thanks to everyone here at this refuge. Thank you so much for taking incredible care of *.

Training and Awareness Raising - WWA's domestic abuse awareness raising and training aims to improve the understanding of the public and other agencies around the issues faced by women and children experiencing domestic abuse and the appropriate support that they may need should they make a disclosure or ask for help. This year, we have taken the opportunity to raise awareness in local secondary schools, Rotary Club, Wycombe Police Cadets, local WI groups and local businesses.

Strategic report

The following sections for achievements and performance and financial review form the strategic report of the charity.

Achievements and performance

Achievements and performance

REVIEW OF ACTIVITIES

During this financial year the WWA management committee, employees and refuge guests reviewed policies, procedures and guidelines in accordance with the policy review timetable. Exit interviews with women leaving our services have fed into our business plan. We appreciate our refuge guests and counselling, outreach and IDVA clients giving their time to provide feedback which enables us to improve our services. It has been very encouraging to hear that, despite the challenges that we faced this year, our clients have had very positive experiences. Overall, they have valued the way we work and how the services operate.

This year WWA has continued to offer its services to women and children experiencing domestic abuse. The occupancy rate in the refuge for this year was 81%. All four refuge houses were maintained to a high standard and complied with all relevant regulations. All emergency repairs were responded to immediately and the standard of accommodation remained high in all refuge houses. This is achieved by weekly health and safety checks and conversations with women at the house meeting. We appreciate the relationships we have with our landlords who support us with ensuring our accommodation is of a high standard for the women and children that stay with us.

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Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2025

WWA maintained its target of acknowledging and making contact following a referral, sensitively gaining essential information from all women in the first hour of their arrival at refuge and daily contact was made with each woman living in the refuge during the working week.

WWA has continued to offer the Out of Hours Service to ensure that women in the refuge can contact a worker in the event of emergencies. All workers are provided with in-house training to deliver this service.

WWA worked closely with Buckinghamshire Council to ensure a continued good working relationship and a clear understanding and appreciation of the WWA services offered and provided. Monitoring reports and statistical information were provided, and regular monitoring meetings were attended with Buckinghamshire Council which, during this year, were all held virtually.

The WWA counselling service received continued funding for another year so we could continue to offer this much needed support to women in the local community.

WWA were delighted to finally be able to bring finance in house by employing a Finance Manager for the first time to oversee the day-to-day financial operations.

The refuge support workers provided at least one support session per week to each guest and the child development workers met at least weekly with each child to ensure their needs were being met and that they were feeling safe. All school age children resident at the refuge were secured a school place.

This year we have again linked in with a variety of organisations to further support the women and children we work with. We have been overwhelmed by the generosity of our community who have made financial donations to our organisation which have enabled us to continue to deliver our services to local women and children.

As BDAS (Bucks Domestic Violence Service) we delivered the second year of the Accommodation and Community Based Domestic Abuse Service across Buckinghamshire. We have committed to meeting and reviewing our services together to ensure we deliver the contract in the best way we can for the women and children that we serve.

WWA celebrated International Women's Day on 7th March by having a day of fun filled activities with two survivors giving powerful talks and reciting poetry.

This year WWA committed to ensuring that all new staff had access to good quality, relevant training to ensure they were adequately equipped to carry out their duties to the best of their ability. This involved inviting other experts in their fields to talk with us, sharing their knowledge.

The VAWG Alliance for Bucks and Milton Keynes was launched at the end of the year and WWA is proud to be a member. The Alliance is a collective of independent, third-sector organisations who specialise in, or are committed to, working collaboratively to support efforts to reduce VAWG offences and support those who experience it. Each organisation brings their own individual specialisms and expertise to collaboratively address and respond to all forms of VAWG in Buckinghamshire and Milton Keynes including domestic abuse, sexual violence, forced marriage, so-called honour-based abuse, female genital mutilation, trafficking and exploitation. The Alliance has its own website. STATISTICS FOR THE YEAR ENDING 31 MARCH 2025 WWA is committed to recording a range of information for statistical purposes. WWA gains this information supportively and assures the women and children we work with that information kept for statistical purposes is anonymous and cannot be traced to

Wycombe Women's Aid Limited

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Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2025

individuals. If clients choose for their information not to be used, then this is respected.

In the past year WWA has shared statistical information with a variety of interested parties. These have included local and national agencies and organisations, individuals and organisations carrying out research about domestic violence and other Women's Aid organisations including WAFE (Women's Aid Federation of England).

Equal opportunity monitoring of all services is as follows: 8% - Black clients; 19% - Asian clients; 2% - mixed race clients; 56% - White clients; 2% - other ethnicity; 13% - unknown. Twelve percent of the clients we worked with were disabled.

Across all services the ages of women who used our services this financial year were: 10% were between eighteen and twenty-five; 73% were between twenty-six and fifty-five; 9% were fifty-six and above and 8% were unknown.

We worked directly with a total of 80 children and young people during this period, all of whom lived in the refuge.

One hundred and five women received counselling support during the year and our DV caseworkers supported 258 women; the second figure is a slight decrease compared to the previous year. We have supported 149 women in groups and 66 women at the Open Door drop in service. Our IDVA service supported 145 women, and 43 families were supported by the sanctuary scheme.

During the year there were 6,280 calls to our two phone lines and 109 calls to the emergency out-of-hours service for the South of Buckinghamshire. We were unable to accommodate 60 women with 49 children who came through to our helpline looking for space.

During the year a total of 50 women with 80 dependent children were accommodated at our refuge. During the same period WWA was able to find safe alternative refuge accommodation for 34 local families away from their abuser. Of the 50 women WWA supported in our refuge, 27 had additional vulnerabilities.

After an initial few days in the refuge a woman has time to consider what she would like for her and her children's future. She may choose to settle in an area away from Wycombe and her support worker will then work with her and the refuge in that location to move her there. The woman may consider moving to an area where she has friends and family and choose to stay with them rather than go into the local refuge.

During this period 20% of families moved to another refuge, 8% returned home with protection or reconciled, 2% moved to family or friends, 28% were accommodated by Bucks Council and 37% were accommodated by other local authorities. For 5% of women, it was unknown where they moved on to.

Women and their children can stay in the refuge for up to 6 months, however, on a few occasions it has been agreed that for the benefit of the family they may stay for a few more weeks. Analysis of our refuge population in the year ending 31 March 2025 shows that 28% of the families stayed in the refuge for up to 1 month; 30% stayed between 1 and 3 months; 27% stayed between 3 and 6 months and 15% stayed over 6 months. These time scales conform well with our experience of meeting the support needs of women and their children who have been subjected to domestic violence, and to our responsibility to promote independence.

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Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2025

Financial review

Financial review

FINANCIAL RISK MANAGEMENT OBJECTIVES AND POLICIES

Effective financial management is achieved through five types of activity:

1. Business Plan

WWA has a three-year Business Plan that is reviewed and updated annually. The Business Plan includes a description of the main areas of change facing the organisation and a plan for managing these. It also includes detailed financial projections for the forthcoming year and a commentary on any significant implications for the financial stability of the organisation.

2. Annual budget, reporting and monitoring income and expenditure

A draft budget is presented to the management committee for the forthcoming financial year in September. It is re-presented, incorporating any agreed changes, in the final financial quarter in readiness for the new financial year.

Income and expenditure are reported by the Finance Manager, overseen by the Treasurer to the management committee on a quarterly basis and agreement reached on how to manage any significant variance.

3. System of delegated authorities regarding financial management

The operation of financial management will be undertaken within a system of delegated authorities which is outlined in the management committee roles and responsibilities policy, procedure and guidelines. This details the level of authorities within the organisation in relation to financial matters. This provides a system of financial checks and is reviewed on an annual basis to ensure that it remains robust.

4. The process of examining annual accounts

The finances of the organisation are inspected on an annual basis. The management letter from the accountant and any advice contained therein is discussed and agreed by the Committee, along with the examined accounts prior to presentation to the Annual General Meeting.

5. Risk assessment of financial matters

WWA has a risk register which contains financial information, giving an analysis of business risk and grading potential risks as low, medium or high. Action to be taken is recorded within a timeframe and the person responsible for the action is identified. Where sudden or unforeseeable areas emerge, which present a risk to the organisation, these will be reported to the management committee as soon as an employee or management committee member becomes aware of them, as will unplanned, unforeseen service development opportunities. The Leadership Team meets regularly to review the risk register and recommendations are made at the following management committee meeting. The risk register is managed, monitored and reviewed at every formal management committee meeting.

RESERVES POLICY

The Trustees believe that WWA should hold financial reserves to ensure that we can continue to provide a service in the event of an emergency and to meet our moral, legal and contractual obligations.

Reserves have been built up over the last twenty years to their current level. The Trustees will consider the achievement of the appropriate levels of reserves on an annual basis and in line with WWA's Business Plan.

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Year ended 31 March 2025

Designated reserves

Unrestricted funds have been designated for the following purposes:

Equipment - A reserve to ensure that there is sufficient money to replace equipment and furniture when it becomes obsolete or beyond economic repair. Balance on 31 March 2025: £8,000 (2024: £8,000)

Contractual Commitment - A reserve to ensure our duties and obligations to employees such as redundancy, provision of locum maternity or sick cover and the costs of any disciplinary and or grievance procedures which may arise. Balance on 31 March 2025: £110,000 (2024: £110,000)

Premises - A reserve to cover our contractual obligations to landlords and/or relocation to new premises. Balance on 31 March 2025: £30,000 (2024: £30,000)

Development - A reserve to undertake new projects and explore options, including how to sustain service levels in the face of cutbacks, and to conduct feasibility studies on the advisability of such proposals. Balance on 31 March 2025: £15,000 (2024: £15,000)

The financial results for the year are set out in the financial statements later in the report. The deficit for the year was £22,475 (2024: deficit £11,295) which when deducted from the reserves brought forward £309,857 gives £287,382 to carry forward. As disclosed £163,000 (2024: £163,000) is allocated to designated funds whilst £98,706 (2024: £146,857) is carried forward in unrestricted general funds and £25,676 (2024: Nil) in restricted funds.

PRINCIPAL FUNDING

Our principal funding source is Bucks Council via AWA (£241,568). WWA has a sub-contract with AWA for the new financial year. In addition, unrestricted donations are received from organisations and individuals on an ad hoc basis.

STRUCTURE, GOVERNANCE AND MANAGEMENT CONSTITUTION

Wycombe Women's Aid is a registered Charity and Company Limited by Guarantee and does not have a Share Capital. The date of Incorporation was 19 April 1988. The organisation is governed by its Memorandum and Articles of Association of Wycombe Women's Aid Limited which were last updated at the Annual General Meeting on 21 July 2004.

METHOD OF APPOINTMENT OR ELECTION OF TRUSTEES

WWA is committed to outlining the role of the committee in order that the activities of the organisation are clear and transparent. It is important that committee members have a clear expectation of their roles and the scope of their responsibilities. Likewise, it is important that employees are aware of their own role and how it relates to the committee function.

The committee works towards ensuring that new trustees are recruited and elected on a systematic and continuous basis. This is in order that there is always a core of experienced members. The committee determines the approach taken to identify new members prior to the AGM each year.

Trustees are sought who have relevant experience and an understanding of domestic violence and the impact it has on women and children as well as one or more of the following areas:

The provision of supported housing; experience of working within or with statutory and/or charitable bodies; experience of working in or with services which aim to ensure the health and well-being of children; working with statutory bodies - particularly health, housing, education and social care; finance and financial planning; personnel and human resource management; general experience of running a

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Year ended 31 March 2025

business; legal experience; experience of participating in community services and meeting community needs; experience of being a client of Women's Aid services; monitoring and evaluation of services; equal opportunities and diversity.

Trustees avoid recommending people who are close colleagues, friends or relatives as this may affect the balance and objectivity of the committee as a whole.

POLICIES ADOPTED FOR THE INDUCTION AND TRAINING OF TRUSTEES

Prospective trustees will attend at least two committee meetings prior to standing for election at the AGM. They will receive an induction that will involve a visit to the office, meetings with the Chair, Chief Executive Officer, the leadership team and an introduction to other employees. They will receive a copy of the Standing Orders and Delegated Authorities as well as information relating to a description of the service such as leaflets and the previous annual report.

PAY POLICY FOR SENIOR STAFF

The remuneration for key management personnel is based on the salary scales set by the National Joint Council.

ORGANISATIONAL STRUCTURE AND DECISION MAKING

Board of Trustees - CEO - Community, Refuge, C&YP Services, Administration.

Currently WWA's Management Committee is made up of 4 Trustees and 6 Co-opted members. There are 14 paid employees. The Leadership Team is made up of the Chief Executive Officer, IDVA/Outreach Manager, Refuge Manager and Operations Manager. The Leadership Team meets monthly to monitor, review and develop the services.

Decisions are made through discussion and consensus at quorate management committee meetings. Where there is no agreement through consensus, votes are cast and in the case of the numbers being even the Chair will have the casting vote. Decisions are recorded in minutes and circulated.

The Chair of the committee and the Chief Executive Officer of the organisation shall have power to discharge, as a matter of urgency, any function of the committee providing that in their reasonable opinion a delay in exercising the function would be seriously detrimental to the organisation and no such action would contradict a previous decision. Any action taken by the Chair and the Chief Executive Officer is reported to the next meeting of the committee, recorded in minutes and circulated.

RELATED PARTY RELATIONSHIPS

WWA is a full member of WAFE, the national domestic violence charity which works to end violence against women and children. WWA ensures that a positive relationship with WAFE is maintained by completing their questionnaires promptly to ensure that women who use WWA are visible within the statistics country-wide. WWA updates Routes to Support before 10.00 a.m. Monday to Friday to comply with the directive. AWA has a contract with Bucks Council and WWA has a sub-contract with AWA to meet the contract which contributes towards some of the services provided in each agency. WWA and AWA, known as BDAS (Bucks Domestic Abuse Service), have a joint development plan for the contract which is reviewed at quarterly monitoring meetings with BC commissioners. WWA has a very close relationship with AWA, sharing good practice and discussing issues relating to domestic violence in Bucks as well as keeping up to date about the wider domestic violence agendas, particularly central government, via the WAFE website. WWA is a member of, and meets regularly with, the Bucks Domestic Abuse Board.

WWA is also a member of various local Bucks groups and fora relating to domestic violence. This ensures that the needs of local women and children who use WWA services are conveyed and that WWA is well informed and part of the development of Bucks domestic violence initiatives and

Wycombe Women's Aid Limited

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2025

strategies. WWA liaises with local agencies and advocates on behalf of women and children using WWA services, promoting WWA services and supporting those working with women and children experiencing domestic violence. WWA often works closely and collaboratively with other agencies when clients have particular needs.

WWA has a close relationship with its funders and completes reports and provides monitoring and statistical information regularly and within timeframes specified. WWA fully engages with regular monitoring meetings with Bucks Council.

RISK MANAGEMENT

WWA is committed to ensuring effective management through a system of monitoring, checks and controls. The major risks to which the charity is exposed, as identified by the trustees, have been reviewed and systems or procedures have been established to manage those risks. The WWA risk register is available and reviewed at all formal management committee meetings. WWA aims to ensure that financial matters are considered at a strategic level and that there is forward planning. This includes a managed approach to financial issues which may present a risk to the organisation. WWA has in place a system of business planning which includes an account of current and future operational activity and financial implications.

Plans for future periods

FUTURE DEVELOPMENTS

WWA will continue to adhere to the strategic aims contained within the business plan: offer our services and ensure that levels of income necessary to meet budgets and support reserves are maintained; work in close collaboration with AWA in order to meet the requirements of the Buckinghamshire Council contract and continue to work from the WWA Action Plan which will be added to and monitored throughout the year as well as being reviewed quarterly by the management committee at management committee meetings. We will continue to actively monitor sustainability as well as strengthening and developing the management committee. We will also continue to develop relationships across Bucks particularly those working to end violence against women and girls. WWA will continue to address ways in which they can retain good staff to continue with a full complement of staff.

Most importantly, WWA will continue to listen to what the women and children who use Wycombe Women's Aid's services need.

TRUSTEES' RESPONSIBILITIES STATEMENT

The Trustees (who are also directors of Wycombe Women's Aid Limited for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year. Under company law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the Trustees are required to: o select suitable accounting policies and then apply them consistently o observe the methods and principles in the Charities SORP o make judgments and accounting estimates that are reasonable and prudent o state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements o prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation

Wycombe Women's Aid Limited

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2025

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees' annual report and the strategic report were approved on 8 December 2025 and signed on behalf of the board of trustees by:



Michelle Vickers
Trustee

Wycombe Women's Aid Limited

Company Limited by Guarantee

Independent Examiner's Report to the Trustees of Wycombe Women's Aid Limited

Year ended 31 March 2025

I report to the trustees on my examination of the financial statements of Wycombe Women's Aid Limited ('the charity') for the year ended 31 March 2025.

Responsibilities and basis of report

As the trustees of the company (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements 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 the charity'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 charity'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 the Institute of Chartered Accountants in England and Wales (ICAEW), 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:

1. accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act; or
2. the financial statements do not accord with those records; or
3. the financial statements 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 financial statements 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).

Wycombe Women's Aid Limited

Company Limited by Guarantee

Independent Examiner's Report to the Trustees of Wycombe Women's Aid Limited *(continued)*

Year ended 31 March 2025

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.



Ruskells Chartered Accountants
Independent Examiner

The Tall House
29A West Steet
Marlow
Buckinghamshire
SL7 3QN

8 December 2025

Wycombe Women's Aid Limited

Company Limited by Guarantee

Statement of Financial Activities (including income and expenditure account)

Year ended 31 March 2025

		Unrestricted funds £	2025 Restricted funds £	Total funds £	2024 Total funds £
	Note				
Income and endowments					
Donations and legacies	5	174,079	25,676	199,754	135,991
Charitable activities	6	459,909	–	459,909	545,606
Investment income	7	3,635	–	3,635	2,639
Total income		<u>637,623</u>	<u>25,676</u>	<u>663,298</u>	<u>684,236</u>
Expenditure					
Expenditure on charitable activities	8,9	685,774	–	685,773	695,531
Total expenditure		<u>685,774</u>	<u>–</u>	<u>685,773</u>	<u>695,531</u>
Net expenditure and net movement in funds		<u>(48,151)</u>	<u>25,676</u>	<u>(22,475)</u>	<u>(11,295)</u>
Reconciliation of funds					
Total funds brought forward		309,857	–	309,857	321,152
Total funds carried forward		<u>261,706</u>	<u>25,676</u>	<u>287,382</u>	<u>309,857</u>

The statement of financial activities includes all gains and losses recognised in the year.
All income and expenditure derive from continuing activities.

The notes on pages 19 to 28 form part of these financial statements.

Wycombe Women's Aid Limited

Company Limited by Guarantee

Statement of Financial Position

31 March 2025

	Note	2025 £	2024 £
Current assets			
Debtors	15	51,743	41,888
Cash at bank and in hand		<u>306,847</u>	<u>303,484</u>
		358,590	345,372
Creditors: amounts falling due within one year	16	<u>71,208</u>	<u>35,515</u>
Net current assets		<u>287,382</u>	<u>309,857</u>
Total assets less current liabilities		<u>287,382</u>	<u>309,857</u>
Net assets		<u>287,382</u>	<u>309,857</u>
Funds of the charity			
Restricted funds		25,676	—
Unrestricted funds		<u>261,706</u>	<u>309,857</u>
Total charity funds	18	<u>287,382</u>	<u>309,857</u>

For the year ending 31 March 2025 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476;
- The directors acknowledge their responsibilities for complying with the requirements of 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 companies subject to the small companies' regime.

These financial statements were approved by the board of trustees and authorised for issue on 8 December 2025, and are signed on behalf of the board by:



Michelle Vickers
Trustee

The notes on pages 19 to 28 form part of these financial statements.

Wycombe Women's Aid Limited

Company Limited by Guarantee

Statement of Cash Flows

Year ended 31 March 2025

	2025 £	2024 £
Cash flows from operating activities		
Net expenditure	(22,475)	(11,295)
<i>Adjustments for:</i>		
Other interest receivable and similar income	(3,635)	(2,639)
Accrued (income)/expenses	(5,972)	9,239
<i>Changes in:</i>		
Trade and other debtors	(9,855)	(13,375)
Trade and other creditors	41,665	(21,118)
Cash generated from operations	(272)	(39,188)
Interest received	3,635	2,639
Net cash from/(used in) operating activities	3,363	(36,549)
Net increase/(decrease) in cash and cash equivalents	3,363	(36,549)
Cash and cash equivalents at beginning of year	303,484	340,033
Cash and cash equivalents at end of year	306,847	303,484

The notes on pages 19 to 28 form part of these financial statements.

Wycombe Women's Aid Limited

Company Limited by Guarantee

Notes to the Financial Statements

Year ended 31 March 2025

1. General information

The charity is a public benefit entity and a private company limited by guarantee, registered in England and Wales and a registered charity in England and Wales. The address of the registered office is The Tall House, 29a West Street, Marlow, Buckinghamshire, SL7 2LS.

2. Statement of compliance

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)) and the Companies Act 2006.

3. Accounting policies

Basis of preparation

The financial statements have been prepared on the historical cost basis, as modified by the revaluation of certain financial assets and liabilities and investment properties measured at fair value through income or expenditure.

The financial statements are prepared in sterling, which is the functional currency of the entity.

Wycombe Women's Aid Limited meets the definition of a public benefit entity under FRS102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

Going concern

There are no material uncertainties about the charity's ability to continue.

Judgements and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported. These estimates and judgements are continually reviewed and are based on experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular future project or commitment.

Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of an appeal, and fall into one of two sub-classes: restricted income funds or endowment funds.

Wycombe Women's Aid Limited

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

3. Accounting policies *(continued)*

Incoming resources

All incoming resources are included in the statement of financial activities when entitlement has passed to the charity; it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

- income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.
- legacy income is recognised when receipt is probable and entitlement is established.
- income from donated goods is measured at the fair value of the goods unless this is impractical to measure reliably, in which case the value is derived from the cost to the donor or the estimated resale value. Donated facilities and services are recognised in the accounts when received if the value can be reliably measured. No amounts are included for the contribution of general volunteers.
- income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

Resources expended

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates:

- expenditure on raising funds includes the costs of all fundraising activities, events, non-charitable trading activities, and the sale of donated goods.
- expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.
- other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

Financial instruments

A financial asset or a financial liability is recognised only when the charity becomes a party to the contractual provisions of the instrument.

Wycombe Women's Aid Limited

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

3. Accounting policies *(continued)*

Financial instruments *(continued)*

Basic financial instruments are initially recognised at the amount receivable or payable including any related transaction costs.

Current assets and current liabilities are subsequently measured at the cash or other consideration expected to be paid or received and not discounted.

Debt instruments are subsequently measured at amortised cost.

Where investments in shares are publicly traded or their fair value can otherwise be measured reliably, the investment is subsequently measured at fair value with changes in fair value recognised in income and expenditure. All other such investments are subsequently measured at cost less impairment.

Other financial instruments, including derivatives, are initially recognised at fair value, unless payment for an asset is deferred beyond normal business terms or financed at a rate of interest that is not a market rate, in which case the asset is measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Other financial instruments are subsequently measured at fair value, with any changes recognised in the statement of financial activities, with the exception of hedging instruments in a designated hedging relationship.

Financial assets that are measured at cost or amortised cost are reviewed for objective evidence of impairment at the end of each reporting date. If there is objective evidence of impairment, an impairment loss is recognised under the appropriate heading in the statement of financial activities in which the initial gain was recognised.

For all equity instruments regardless of significance, and other financial assets that are individually significant, these are assessed individually for impairment. Other financial assets are either assessed individually or grouped on the basis of similar credit risk characteristics.

Any reversals of impairment are recognised immediately, to the extent that the reversal does not result in a carrying amount of the financial asset that exceeds what the carrying amount would have been had the impairment not previously been recognised.

4. Limited by guarantee

The company is limited by guarantee whereby if the company is wound up the members liability is limited to £1.

5. Donations and legacies

	Unrestricted Funds £	Restricted Funds £	Total Funds 2025 £
Donations			
Donations	90,079	1,500	91,579

Wycombe Women's Aid Limited

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

5. Donations and legacies *(continued)*

	Unrestricted Funds £	Restricted Funds £	Total Funds 2025 £
Grants			
Buckinghamshire Council	84,000	24,176	108,175
	<u>174,079</u>	<u>25,676</u>	<u>199,754</u>
	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Donations			
Donations	51,991	—	51,991
Grants			
Buckinghamshire Council	84,000	—	84,000
	<u>135,991</u>	<u>—</u>	<u>135,991</u>

6. Charitable activities

	Unrestricted Funds £	Restricted Funds £	Total Funds 2025 £
Community Services: Bucks Council Integrated			
Domestic Violence Services	241,568	—	241,568
Provision of refuge facilities	208,854	—	208,854
Other charitable income	9,487	—	9,487
	<u>459,909</u>	<u>—</u>	<u>459,909</u>
	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Community Services: Bucks Council Integrated			
Domestic Violence Services	246,135	—	246,135
Provision of refuge facilities	159,842	—	159,842
Other charitable income	92,447	47,182	139,629
	<u>498,424</u>	<u>47,182</u>	<u>545,606</u>

7. Investment income

	Unrestricted Funds £	Total Funds 2025 £	Unrestricted Funds £	Total Funds 2024 £
Bank interest receivable	<u>3,635</u>	<u>3,635</u>	<u>2,639</u>	<u>2,639</u>

Wycombe Women's Aid Limited

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

8. Expenditure on charitable activities by fund type

	Unrestricted Funds £	Restricted Funds £	Total Funds 2025 £
Provision of refuge facilities	282,211	–	282,211
Community services	260,909	–	260,908
Children and young people services	90,299	–	90,299
Support costs	52,355	–	52,355
	<u>685,774</u>	<u>–</u>	<u>685,773</u>
	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Provision of refuge facilities	215,170	100,261	315,431
Community services	296,146	–	296,146
Children and young people services	34,792	–	34,792
Support costs	49,162	–	49,162
	<u>595,270</u>	<u>100,261</u>	<u>695,531</u>

9. Expenditure on charitable activities by activity type

	Activities undertaken directly	Support costs	Total funds 2025 £	Total fund 2024 £
	£	£	£	£
Provision of refuge facilities	282,211	28,447	310,658	347,002
Community services	260,908	21,320	282,228	309,636
Children and young people services	90,299	2,588	92,887	38,893
	<u>633,418</u>	<u>52,355</u>	<u>685,773</u>	<u>695,531</u>

Wycombe Women's Aid Limited

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

10. Analysis of direct costs

	Provision of refuge facilities £	Community Services £	Children and young people services £	2025 £
Wages and Salaries	180,736	214,030	80,856	475,622
Staff costs	5,294	4,194	1,779	11,267
Direct costs	2,202	15,160	494	17,856
Subscriptions	1,664	1,970	744	4,378
Premises	91,898	20,123	6,426	118,448
Bad debt	417	–	–	417
Sanctuary scheme	–	5,432	–	5,432
Total	<u>282,211</u>	<u>260,909</u>	<u>90,299</u>	<u>633,420</u>

	Provision of refuge facilities £	Community Services £	Children and young people services £	2024 £
Wages and Salaries	191,539	270,120	29,468	491,127
Staff costs	7,495	7,143	2,092	16,730
Direct costs	327	–	889	1,216
Subscription	2,129	2,041	89	4,259
Premises	113,447	5,559	2,254	121,260
Bad debt	494	–	–	494
Sanctuary scheme	11,282	–	–	11,282
Total	<u>326,713</u>	<u>284,863</u>	<u>34,792</u>	<u>646,368</u>

11. Analysis of support costs

	Provision of refuge facilities £	Community services £	Children and young people services £	Total 2025 £	Total 2024 £
Telephone	7,474	2,361	–	9,835	9,157
Rent and rates	11,438	2,674	743	14,855	12,017
Printing, postage and stationery	3,166	2,110	–	5,276	3,934
Bookkeeping fees	2,566	6,710	592	9,868	12,672
Bank charges	56	145	13	214	340
Sundry expenses	98	116	44	258	1,204
IT costs	1,635	1,936	731	4,302	3,008
Independent examination and accountancy fees	774	2,025	179	2,978	6,588
Professional fees	1,240	3,243	286	4,769	242
	<u>28,447</u>	<u>21,320</u>	<u>2,588</u>	<u>52,355</u>	<u>49,162</u>

Wycombe Women's Aid Limited

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

12. Independent examination fees

	2025	2024
	£	£
Fees payable to the independent examiner for: Independent examination of the financial statements	<u>2,850</u>	<u>6,200</u>

13. Staff costs

The total staff costs and employee benefits for the reporting period are analysed as follows:

	2025	2024
	£	£
Wages and salaries	420,817	433,993
Social security costs	36,439	37,244
Employer contributions to pension plans	<u>18,366</u>	<u>19,890</u>
	<u>475,622</u>	<u>491,127</u>

The average head count of employees during the year was 15 (2024: 15). The average number of full-time equivalent employees during the year is analysed as follows:

	2025	2024
	No.	No.
Number of staff	<u>15</u>	<u>15</u>

The total amount of employee benefits (including employer pension and national insurance contributions) received by key management personnel for their services to the charity was £107,819 (2024: £105,205).

No employee received employee benefits of more than £60,000 during the year (2024: Nil).

14. Trustee remuneration and expenses

During the year, no Trustees received any remuneration or other benefits (2024: Nil).

During the year ended 31 March 2025, no expenses were reimbursed or paid directly to Trustees (2024: Nil).

15. Debtors

	2025	2024
	£	£
Trade debtors	26,148	20,672
Prepayments and accrued income	24,512	19,166
Other debtors	<u>1,083</u>	<u>2,050</u>
	<u>51,743</u>	<u>41,888</u>

Wycombe Women's Aid Limited

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

16. Creditors: amounts falling due within one year

	2025	2024
	£	£
Trade creditors	15,254	3,389
Accruals and deferred income	40,100	19,784
Social security and other taxes	10,156	9,456
Other creditors	5,698	2,886
	<u>71,208</u>	<u>35,515</u>

17. Deferred income

	2025	2024
	£	£
Amount deferred in year	<u>36,833</u>	<u>10,545</u>

Restricted funds included in Deferred income

	2024	Income	Expenditure	2025
		£	£	£
TVPA	—	42,182	(42,182)	—
Buckinghamshire Council- Sanctuary Scheme	—	39,309	(10,516)	28,793
Nagle Family Foundation	—	15,200	(13,660)	1,540
Mobbs Mamorial Trust	—	2,500	(2,500)	—
Screwfix Foundation	—	5,500	—	5,500
Total	<u>—</u>	<u>104,691</u>	<u>(68,858)</u>	<u>35,833</u>

18. Analysis of charitable funds

Unrestricted funds

	At 1 April 2024	Income	Expenditure	At 31 March 2025
	£	£	£	£
General funds	<u>309,857</u>	<u>637,623</u>	<u>(685,774)</u>	<u>261,706</u>

	At 1 April 2023	Income	Expenditure	At 31 March 2024
	£	£	£	£
General funds	<u>268,073</u>	<u>637,054</u>	<u>(595,270)</u>	<u>309,857</u>

Wycombe Women's Aid Limited

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

18. Analysis of charitable funds *(continued)*

Restricted funds

	At 1 April 2024	Income	Expenditure	At 31 March 2025
	£	£	£	£
Restricted Fund	—	<u>25,676</u>	<u>—</u>	<u>25,676</u>

	At 1 April 2023	Income	Expenditure	At 31 March 2024
	£	£	£	£
Restricted Fund	<u>53,079</u>	<u>47,182</u>	<u>(100,261)</u>	<u>—</u>

19. Analysis of net assets between funds

Unrestricted funds

Designated funds	2025	2024
	£	£
Equipment replacement	8,000	8,000
Contractual commitments	110,000	110,000
Premises	30,000	30,000
Development	<u>15,000</u>	<u>15,000</u>
Total	<u>163,000</u>	<u>163,000</u>

General funds

	2025	2024
	£	£
General fund	98,706	146,857
Total Unrestricted funds	261,706	309,857

Restricted funds

	2025	2024
	£	£
House redecoration	1,500	—
Sanctuary scheme	10,516	—
The Nagle Family	13,660	—
Total	<u>25,676</u>	<u>—</u>

Wycombe Women's Aid Limited

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

20. Operating lease commitments

At 31 March 2025 the Charity had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2025	2024
	£	£
Under 1 year	58,070	56,820
Later than 1 year and not later than 5 years	168,676	161,280
Over 5 years	160,331	208,776
	<u>387,077</u>	<u>426,876</u>

21. Financial instruments

For financial instruments measured at fair value, the basis for determining fair value must be disclosed. When a valuation technique is used, the assumptions applied in determining fair value for each class of financial assets or financial liabilities must be disclosed. If a reliable measure of fair value is no longer available for ordinary or preference shares measured at fair value through profit or loss, this must also be disclosed.

22. Analysis of changes in net debt

	At 1 Apr 2024	Cash flows	At 31 Mar 2025
	£	£	£
Cash at bank and in hand	<u>303,484</u>	<u>3,363</u>	<u>306,847</u>

23. Pension commitments

The Charity operates a defined contributions pension scheme through the NEST scheme. The assets of the scheme are held separately from those of the Charity in an independently administered fund. The pension cost charge represents contribution payable by the Charity to the fund and amounted to £18,366 (2024 £19,882) contributions totalling £Nil (2024 £2,582) were payable to the fund at the balance sheet date and are included in creditors.

24. Related parties

The Charity has not entered into any related party transaction during the year, nor are there any outstanding balances owing between related parties and the Charity at 31 March 2025.

WYCOMBE WOMEN'S AID LIMITED

England & Wales - Charity number 299946

Accounts

WYCOMBE WOMEN'S AID LIMITED
(A company limited by guarantee)

UNAUDITED

TRUSTEES' REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024

WYCOMBE WOMEN'S AID LIMITED
(A company limited by guarantee)

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WYCOMBE WOMEN'S AID LIMITED
(A company limited by guarantee)

**REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS
FOR THE YEAR ENDED 31 MARCH 2024**

Trustees	Ali Smith (resigned 3 May 2023) Christine Adames Claire Long Hannah Bright (appointed 6 November 2023) Meena Bhatia (resigned 13 May 2024) Michelle Vickers
Company registered number	02245478
Charity registered number	299946
Registered office	Building 4, Foundation Park Roxborough Way Maidenhead Berkshire SL6 3UD
Senior Staff	Sara Britnell Denise Drew (left 28 March 2024)
Independent examiner	MHA Chartered Accountants Building 4, Foundation Park Roxborough Way Maidenhead SL6 3UD
Bankers	Lloyds TSB 27-31 White Hart Street High Wycombe Buckinghamshire HP11 2BD Scottish Widows PO Box 12757 67 Morrison Street Edinburgh EH3 8YJ

WYCOMBE WOMEN'S AID LIMITED
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TRUSTEES' REPORT
FOR THE YEAR ENDED 31 MARCH 2024

The Trustees present their annual report together with the financial statements of the charity Wycombe Women's Aid (WWA) for the year 1 April 2023 to 31 March 2024. The Trustees confirm that the Annual Report and financial statements of the company comply with the current statutory requirements, the requirements of the company's governing document and the provisions of the Statement of Recommended Practice (SORP), applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

Since the Charity qualifies as small under section 382 of the Companies Act 2006, the Strategic Report required of medium and large companies under the Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013 has been omitted.

Once again, this year WWA has evidenced how resilient and adaptable they are as a specialist domestic violence organisation, operating in a very different climate. In partnership with Aylesbury Women's Aid (AWA) we have made significant adaptations to deliver a new Accommodation and Community Based Domestic Abuse Service contract across Buckinghamshire, worked towards and been awarded our National Quality Standards by WAFE and managed challenges with recruitment and retention with determination.

Objectives and activities

a. Policies and objectives

WWA's objectives and activities are for the purposes of the relief of distress and suffering experienced by women and their children who have suffered physical, sexual, coercive control, psychological, emotional or economic abuse within an intimate or family type relationship. The Charity Commission's guidance on public benefit is kept in mind at all Management Committee meetings.

b. Strategies for achieving objectives

WWA exists to provide independent, specialist services for women and children experiencing the effects of domestic violence. We provide safe, temporary and emergency accommodation as well as practical and emotional support within the refuge and through outreach in the local community. Our services are underpinned by an intersectional feminist, trauma informed ethos. WWA collectively and regularly monitors and reviews its strategies.

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024

Objectives and activities (continued)

b. Strategies for achieving objectives (continued)

The support services WWA provides are for people living in the Wycombe, South Bucks and Chiltern areas of Buckinghamshire. In the interests of safety and confidentiality our refuge accommodation is for women and children who do not live in the immediate locality. Using the national UK Routes to Support service we find refuge space for local women in refuges away from the locality of the abuse. This informal reciprocal arrangement ensures risk reduction and safety. All our services support a survivor to become a thriver. The services WWA provides are:

Phonelines for Refuge and Outreach Services
Refuge accommodation
DA Caseworkers
IDVA (Independent Domestic Violence Advocate)
Counselling
Group work
Clinical Supervision
Children and Young People
Out of Hours service (OOH)
Administration of the Sanctuary Scheme
Training and Awareness Raising

WWA's core values reflect our history and were compiled by the women we work with, workers and trustees. Our five core values are as follows:

WOMEN'S POWER - We believe in self-determination and women's power to take back control of their lives.

LISTENING AND BELIEVING - We listen to women and children and believe they are the experts in their own lives.

EQUALITY - We value equality of opportunity within our diverse community. We believe domestic violence is a contravention of our human rights.

CHOICE - Women and children are at the heart of everything we do and we respect their choices.

RESPONSIVENESS - We are responsive to the views of women and children to develop our provision of confidential and informed services.

Domestic violence is a gendered crime which is deeply rooted in the societal inequality between women and men. The UN (United Nations) describes VAWG (violence against women and girls) as 'any act of gender-based violence that is directed against a woman because she is a woman or that affects women disproportionately' (UN 2006:12).

WWA defines domestic violence as an incident or pattern of incidents of controlling, coercive, threatening and degrading behaviour, including physical and sexual violence, which is perpetrated by a partner or ex-partner. The vast majority of domestic violence is experienced by women and is perpetrated by men. Domestic violence includes, but is not limited to, coercive control, psychological, emotional, physical, sexual and economic abuse, harassment and stalking and online or digital abuse.

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024

Objectives and activities (continued)

b. Strategies for achieving objectives (continued)

Domestic Violence National Statistics

There is no reliable prevalence data on domestic abuse but the Crime Survey of England and Wales (CSEW) offers the best data available. According to this data, for the year ending March 2022, an estimated 1.7 million women aged 16 years and over experienced domestic abuse. We work with many women who have not reported the domestic abuse they experience to the Police, or any other agency, and are therefore not included in the figure of 1.7 million.

c. Activities undertaken to achieve objectives

WWA has two support teams: family services and community services. Family services provides refuge and support for women, children and young people living in the refuge. Community services provides support for women, children and young people living in the community. WWA has three principal activities: refuge services, children and young people's services and community services. A significant, positive and often 'life saving' difference is made for many people as a result of the support given by WWA. Women, children and young people's confidence and self-worth are heightened, and they become emotionally stronger and more able to form strong and healthy boundaries in future relationships as well as becoming active and positive members of the community.

Family Services

Phoneline – WWA provides a domestic abuse phoneline during office hours. The worker answering the call will provide support if the caller is in crisis, she may provide information if requested, signpost to the various services provided by WWA or to an outside agency, find refuge space for local women and their children, take referrals for women requesting refuge space, support an outside agency who is working with a client who is experiencing domestic violence or transfer calls to other workers. The 24-hour national domestic violence helpline is available and information about this service is provided on WWA's answerphone out of hours.

Refuge – WWA's refuge offers a safe place to stay for women on their own and women with their children who are experiencing domestic violence and need to leave their homes. The service includes self-catering refuge accommodation, provision of emotional and practical support for women and children before, during and after their stay at the refuge, accompanying to court and appointments, emergency provisions, risk management and support planning.

This support is wide ranging and may, for example, include support with housing, finances, parenting, mental health needs and substance misuse. Refuge guests are encouraged to attend a weekly house meeting and any groups that are provided at our outreach office and in the wider community. We aim to work collaboratively with other agencies to ensure any additional needs are met.

Quote from a woman after leaving the refuge: *This has been exactly what I needed. I had a lot of demons. I feel I am leaving a different person. I was broken. I am going to miss living here. The change in my children is amazing - they are happy.*

Community Services

Phoneline – WWA provides a domestic abuse phoneline during office hours for medium and high risk women in the community. The worker answering the call will provide support if the caller is in crisis, complete a risk assessment to ensure they have access to the correct service, provide information and signpost to the various services provided by WWA or to an outside agency.

DA Caseworkers – a needs led, trauma informed advocacy and support service for women who are deemed as medium risk following a risk assessment. Provision includes support and information in one-to-one support sessions; these sessions can be face to face, virtual or by telephone. This service works closely with the IDVA

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024

Objectives and activities (continued)

service as we recognise risk is ever changing.

Quote from a woman after leaving the Outreach service: *Women's Aid is an amazing organisation. I can't fault them. I continue to campaign for justice and solutions for victims.*

IDVA (Independent Domestic Violence Advocacy) - the IDVA service is an Independent Domestic Violence Advocacy service that offers intensive support for a limited time until the risk is reduced and safety needs have been addressed. The IDVAs work within a multi-agency setting to ensure all agencies do their part to enable the safety of the referred client and any children she may have. An IDVA attends, and has a pivotal role on, the Multi Agency Risk Assessment Conference (MARAC).

Quote from woman after leaving the IDVA service: *I am now more confident and knowledgeable, and I have started a process to leave my abusive partner.*

Counselling – WWA's counselling service is a self-referral service and provides person-centered counselling, cognitive behavioural therapy and time focused counselling delivered by qualified BACP (British Association of Counselling and Psychotherapy) registered counsellors for women living in the Wycombe, South Bucks and Chiltern areas of Buckinghamshire.

The first session is an assessment to make sure that counselling is right for the woman. Each session lasts for one hour and takes place once a week at our outreach premises. After 8 sessions the woman and her counsellor will re-assess together how things are and the progress that has been made. If it is agreed that more needs to be explored the counsellor may offer further sessions.

Quote from a woman after leaving the counselling service: *The service I have received from the very first phone call I made to the counselling I received has been outstanding. I have been able to leave a 33-year abusive marriage and start a new life. Although at times it has been difficult to adjust to my new life, my confidence is growing day by day. Absolutely amazing and wonderful staff. Thank you.*

Clinical Supervision - WWA is privileged to have a qualified clinical supervisor who currently provides clinical supervision to all front-line workers that she does not line manage at WWA and the counselling service at AWA.

Our monthly '**Open Door**' held at our outreach office where women can receive free advice from a local solicitor, DWP, Bucks Skills Up, Sexual Health, Family Support Service and P3 continues to be popular and key to ensuring that women have the information they need to make positive change.

Group work - this takes place at our outreach office and this year we have delivered the Freedom Programme and You and Me, Mum Programmes.

Quote from a woman after attending the Freedom Programme: *I am stronger in myself and my decision making. I can recognise my own strengths and beliefs. I feel happier.*

Sanctuary Scheme – WWA continues to administer the Sanctuary Scheme, using Safe Partnership Limited to carry out the target hardening. Buckinghamshire Council provided the initial funding, and any underspend is carried forward to a restricted fund for use in the following year. The number of families supported across Bucks during the year to March 2024 was 30.

Children and Young People - children who are living at the refuge with their mothers or female carers receive specialist interventions to allow them to work through their experiences of domestic violence. The service focuses on the safety, health and well-being of the children by offering good quality one to one and group creative play as well as opportunities that are stimulating and fun with a developmental aim such as dedicated after school provision for older children, organised outings and play schemes during the school holidays. By

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024

Objectives and activities (continued)

monitoring the children's reactions, development and behavior the child development workers ensure that each child's support plan is kept up to date. WWA has dedicated indoor spaces for the children which are well equipped and an outside play area with a variety of well-maintained and robust equipment. The child workers protect continuity of education by working closely with school admissions and assisting mothers with finding school and nursery places. WWA's work with children is OFSTED rated and an award of 'good' was given following an inspection on 5 October 2021.

The youth service works with boys and girls aged between 11 and 17 who have experienced domestic violence, either within the family home or within their own intimate relationships. The service provides specialist support in one-to-one sessions as well as going into schools and other youth settings promoting awareness about domestic violence. The service also networks with other agencies and individuals to promote the youth service and to ensure the views of young people experiencing domestic violence are heard.

Quote from a Young Carers Support Worker following an awareness session at their organisation: *Thank you so much for the session last week, it was a real success! The information was very relevant, and I was surprised to see so many quiet carers engaging and asking questions. Thank you.*

Training and Awareness Raising - WWA's domestic abuse awareness raising and training aims to improve the understanding of the public and other agencies around the issues faced by women and children experiencing domestic abuse and the appropriate support that they may need should they make a disclosure or ask for help. This year, all sessions bar one have been delivered face to face and have included the CAB, Children's Social Care, SHAW sexual health clinic, ORB and a secondary school.

Achievements and performance

a. Review of activities

During this financial year the WWA management committee, employees and refuge guests reviewed policies, procedures and guidelines in accordance with the policy review timetable. Exit interviews with women leaving our services have fed into our business plan. We appreciate our refuge guests and counselling, outreach and IDVA clients giving their time to provide feedback which enables us to improve our services. It has been very encouraging to hear that, despite the challenges that we faced this year, our clients have had very positive experiences. Overall, they have valued the way we work and how the services operate.

This year WWA has continued to offer its services to women and children experiencing domestic abuse. The occupancy rate in the refuge for this year was 77% with a review of our referral processes. All four refuge houses were maintained to a high standard and complied with all relevant regulations. All emergency repairs were responded to immediately and the standard of accommodation remained high in all refuge houses. This is achieved by weekly health and safety checks and conversations with women at the house meeting. We appreciate the relationships we have with our landlords who support us with ensuring our accommodation is of a high standard for the women and children that stay with us.

WWA maintained its target of acknowledging and making contact following a referral, sensitively gaining essential information from all women in the first hour of their arrival at refuge and daily contact was made with each woman living in the refuge during the working week.

WWA successfully re introduced the Out of Hours Service to ensure that women in the refuge can contact a worker in the event of emergencies. All workers were provided with in-house training to deliver this.

WWA worked closely with Buckinghamshire Council to ensure a continued good working relationship and a clear understanding and appreciation of the WWA services offered and provided. Monitoring reports and statistical information were provided, and regular monitoring meetings were attended with Buckinghamshire Council which,

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024

Achievements and performance (continued)

during this year, were all held virtually.

The WWA counselling service has adhered to BACP guidelines at all times and all women entering the service were initially assessed to ensure the most appropriate form of counselling was provided.

The refuge support workers provided at least one support session per week to each guest and the child development workers met at least weekly with each child to ensure their needs were being met and that they were feeling safe. All school age children resident at the refuge were secured a school place.

This year we have again linked in with a variety of organisations to further support the women and children we work with. We have been overwhelmed by the generosity of our community who have made financial donations to our organisation which have enabled us to continue to deliver our services to local women and children.

In partnership with AWA we delivered the first year of the *Accommodation and Community Based Domestic Abuse Service* across Buckinghamshire. We have committed to meeting and reviewing our services together to ensure we deliver the contract in the best way we can for the women and children that we serve. Delivering the new contract has given us the opportunity to look openly at what we do well and what we can improve for the future

This year WWA committed to ensuring that all new staff had access to good quality, relevant training to ensure they were adequately equipped to carry out their duties to the best of their ability. This involved inviting other experts in their fields to talk with us, sharing their knowledge.

After much hard work and determination WWA was thrilled to receive their WAFE Quality Standards in June. Achieving these standards is always recognition of the importance and necessity for continued specialist DVA services for women and children.

Sadly, we said goodbye to our youth service in the middle of the year as our *Children In Need* funding came to an end. Organisations working to end violence towards women and girls have long been facing a funding crisis, however we have found it even more challenging in current years to secure additional funding for posts such as this.

b. Statistics for the year ended 31 March 2024

WWA is committed to recording a range of information for statistical purposes. WWA gains this information supportively and assures the women and children we work with that information kept for statistical purposes is anonymous and cannot be traced to individuals. If clients choose for their information not to be used, then this is respected.

In the past year WWA has shared statistical information with a variety of interested parties. These have included local and national agencies and organisations, individuals and organisations carrying out research about domestic violence and other Women's Aid organisations including WAFE (Women's Aid Federation of England).

Equal opportunity monitoring of all services is as follows: 5% - Black clients; 14% - Asian clients; 4% - mixed race clients; 53% - White clients; 2% - other ethnicity; 22% - unknown. Twenty one percent of the clients we worked with were disabled.

Across all services the ages of women who used our services this financial year were: 11% were between eighteen and twenty-five; 65% were between twenty-six and fifty-five; 5% were fifty-six and above and 19% were unknown.

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024

Achievements and performance (continued)

We worked directly with a total of 113 children and young people during this period. Fifty eight percent lived in the refuge and 42% lived in the local community.

One hundred and forty-three women received counselling support during the year and our DV caseworkers supported 316 women; the second figure is a significant increase compared to the previous year. We have supported 83 women in groups and 102 women at the Open Door drop in service. Our IDVA service supported 177 women, and 30 families were supported by the sanctuary scheme. Our outreach and youth services facilitated 9 training and awareness raising sessions within the local community.

During the year there were 7,594 calls to our two phone lines and 59 calls to the emergency out-of-hours service for the South of Buckinghamshire. We were unable to accommodate 103 women with 79 children who came through to our helpline looking for space. This is very similar to the previous year.

During the year a total of 45 women with 66 dependent children were accommodated at our refuge. During the same period WWA was able to find safe alternative refuge accommodation for 32 local families away from their abuser. Of the 45 women WWA supported in our refuge, 25 had additional vulnerabilities.

After an initial few days in the refuge a woman has time to consider what she would like for her and her children's future. She may choose to settle in an area away from Wycombe and her support worker will then work with her and the refuge in that location to move her there. The woman may consider moving to an area where she has friends and family and choose to stay with them rather than go into the local refuge.

During this period 14% of families moved to another refuge, 6% returned home with protection or reconciled, 37% moved to family or friends, 14% were accommodated by Bucks Council and 29% were accommodated by other local authorities.

Women and their children can stay in the refuge for up to 6 months, however, on a few occasions it has been agreed that for the benefit of the family they may stay for a few more weeks. Analysis of our refuge population in the year ending 31 March 2024 shows that 40% of the families stayed in the refuge for up to 1 month; 11% stayed between 1 and 3 months; 31% stayed between 3 and 6 months and 18% stayed over 6 months. These time scales conform well with our experience of meeting the support needs of women and their children who have been subjected to domestic violence, and to our responsibility to promote independence.

Financial review

FINANCIAL RISK MANAGEMENT OBJECTIVES AND POLICIES

Effective financial management is achieved through five types of activity:

1. Business Plan

WWA has a three-year Business Plan that is reviewed and updated annually. The Business Plan includes a description of the main areas of change facing the organisation and a plan for managing these. It also includes detailed financial projections for the forthcoming year and a commentary on any significant implications for the financial stability of the organisation.

2. Annual budget, reporting and monitoring income and expenditure

A draft budget is presented to the management committee for the forthcoming financial year in September. It is re-presented, incorporating any agreed changes, in the final financial quarter in readiness for the new financial year.

Income and expenditure are reported by the treasurer to the management committee on a quarterly basis and agreement reached on how to manage any significant variance.

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024

3. System of delegated authorities regarding financial management

The operation of financial management will be undertaken within a system of delegated authorities which is outlined in the management committee roles and responsibilities policy, procedure and guidelines. This details the level of authorities within the organisation in relation to financial matters. This provides a system of financial checks and is reviewed on an annual basis to ensure that it remains robust.

4. The process of examining annual accounts

The finances of the organisation are inspected on an annual basis. The management letter from the accountant and any advice contained therein is discussed and agreed by the Committee, along with the examined accounts prior to presentation to the Annual General Meeting.

5. Risk assessment of financial matters

WWA has a risk register which contains financial information, giving an analysis of business risk and grading potential risks as low, medium or high. Action to be taken is recorded within a timeframe and the person responsible for the action is identified. Where sudden or unforeseeable areas emerge, which present a risk to the organisation, these will be reported to the management committee as soon as an employee or management committee member becomes aware of them, as will unplanned, unforeseen service development opportunities. The Leadership Team meets regularly to review the risk register and recommendations are made at the following management committee meeting. The risk register is managed, monitored and reviewed at every formal management committee meeting.

RESERVES POLICY

The Trustees believe that WWA should hold financial reserves in order to ensure that we can continue to provide a service in the event of an emergency and to meet our moral, legal and contractual obligations.

Reserves have been built up over the last twenty years to their current level. The Trustees will consider achievement of the appropriate levels of reserves on an annual basis and in line with WWA's Business Plan.

Designated reserves

Unrestricted funds have been designated for the following purposes:

Equipment - A reserve to ensure that there is sufficient money to replace equipment and furniture when it becomes obsolete or beyond economic repair. Balance at 31 March 2024: £8,000 (2023: £8,000).

Contractual Commitment - A reserve to ensure our duties and obligations to employees such as redundancy, provision of locum maternity or sick cover and the costs of any disciplinary and or grievance procedures which may arise. Balance at 31 March 2024: £110,000 (2023: £110,000).

Premises - A reserve to cover our contractual obligations to landlords and/or relocation to new premises. Balance at 31 March 2024: £30,000 (2023: £30,000).

Development - A reserve to undertake new projects and explore options, including how to sustain service levels in face of cut backs, and to conduct feasibility studies on the advisability of such proposals. Balance at 31 March 2024: £15,000 (2023: £15,000).

The financial results for the year are set out in the financial statements later in the report. The deficit for the year was £11,295 (2023: surplus £17,915) which when deducted from the reserves brought forward £321,152 gives £309,857 to carry forward. As disclosed £163,000 (2023: £163,000) is allocated to designated funds whilst £146,857 (2023: £105,073) is carried forward in unrestricted general funds and £nil (2023: £53,079) in restricted funds.

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024

PRINCIPAL FUNDING

Our principal funding source is Bucks Council via AWA (£246,135). WWA has a sub-contract with AWA for the new financial year. In addition, unrestricted donations are received from organisations and individuals on an ad hoc basis.

Structure, governance and management

a. Constitution

Wycombe Women's Aid is a registered Charity and Company Limited by Guarantee and does not have a Share Capital. The date of Incorporation was 19 April 1988. The organisation is governed by its Memorandum and Articles of Association of Wycombe Women's Aid Limited which were last updated at the Annual General Meeting on 21 July 2004.

b. Methods of appointment or election of Trustees

WWA is committed to outlining the role of the committee in order that the activities of the organisation are clear and transparent. It is important that committee members have a clear expectation of their roles and the scope of their responsibilities. Likewise, it is important that employees are aware of their own role and how it relates to the committee function.

The committee works towards ensuring that new trustees are recruited and elected on a systematic and continuous basis. This is in order that there is always a core of experienced members. The committee determines the approach taken to identify new members prior to the AGM each year.

Trustees are sought who have relevant experience and an understanding of domestic violence and the impact it has on women and children as well as one or more of the following areas:

The provision of supported housing; experience of working within or with statutory and/or charitable bodies; experience of working in or with services which aim to ensure the health and well-being of children; working with statutory bodies - particularly health, housing, education and social care; finance and financial planning; personnel and human resource management; general experience of running a business; legal experience; experience of participating in community services and meeting community needs; experience of being a client of Women's Aid services; monitoring and evaluation of services; equal opportunities and diversity.

Trustees avoid recommending people who are close colleagues, friends or relatives as this may affect the balance and objectivity of the committee as a whole.

c. Policies adopted for the induction and training of Trustees

Prospective trustees will attend at least two committee meetings prior to standing for election at the AGM. They will receive an induction that will involve a visit to the office, meetings with the Chair, Chief Executive Officer, the leadership team and an introduction to other employees. They will receive a copy of the Standing Orders and Delegated Authorities as well as information relating to a description of the service such as leaflets and the previous annual report.

d. Pay policy for senior staff

The remuneration for key management personnel is based on the salary scales set by the National Joint Council.

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024

Structure, governance and management (continued)

e. Organisational structure and decision making

Board of Trustees – CEO – Community, Refuge, C&YP Services, Administration.

Currently WWA's Management Committee is made up of 5 Trustees and 6 Co-opted members. There are 14 paid employees. The Leadership Team is made up of the Chief Executive Officer, IDVA/Outreach Manager, Refuge Manager, Therapeutic Manager (left 28.03.24) and Operations Manager. The Leadership Team meets monthly to monitor, review and develop the services.

Decisions are made through discussion and consensus at quorate management committee meetings. Where there is no agreement through consensus, votes are cast and in the case of the numbers being even the Chair will have the casting vote. Decisions are recorded in minutes and circulated.

The Chair of the committee and the Chief Executive Officer of the organisation shall have power to discharge, as a matter of urgency, any function of the committee providing that in their reasonable opinion a delay in exercising the function would be seriously detrimental to the organisation and no such action would contradict a previous decision. Any action taken by the Chair and the Chief Executive Officer is reported to the next meeting of the committee, recorded in minutes and circulated.

f. Related party relationships

WWA is a full member of WAFE, the national domestic violence charity which works to end violence against women and children. WWA ensures that a positive relationship with WAFE is maintained by completing their questionnaires promptly to ensure that women who use WWA are visible within the statistics country-wide. WWA updates Routes to Support before 10.00 a.m. Monday to Friday to comply with the directive. AWA has a contract with Bucks Council and WWA has a sub-contract with AWA to meet the contract which contributes towards some of the services provided in each agency. WWA and AWA, known as BDAS (Bucks Domestic Abuse Service), have a joint development plan for the contract which is reviewed at quarterly monitoring meetings with BC commissioners. WWA has a very close relationship with AWA, sharing good practice and discussing issues relating to domestic violence in Bucks as well as keeping up to date about the wider domestic violence agendas, particularly central government, via the WAFE website. WWA is a member of, and meets regularly with, the Bucks Domestic Abuse Board.

WWA is also a member of various local Bucks groups and fora relating to domestic violence. This ensures that the needs of local women and children who use WWA services are conveyed and that WWA is well informed and part of the development of Bucks domestic violence initiatives and strategies. WWA liaises with local agencies and advocates on behalf of women and children using WWA services, promoting WWA services and supporting those working with women and children experiencing domestic violence. WWA often works closely and collaboratively with other agencies when clients have particular needs.

WWA has a close relationship with its funders and completes reports and provides monitoring and statistical information regularly and within timeframes specified. WWA fully engages with regular monitoring meetings with Bucks Council.

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024

Structure, governance and management (continued)

g. Risk management

WWA is committed to ensuring effective management through a system of monitoring, checks and controls. The major risks to which the charity is exposed, as identified by the trustees, have been reviewed and systems or procedures have been established to manage those risks. The WWA risk register is available and reviewed at all formal management committee meetings. WWA aims to ensure that financial matters are considered at a strategic level and that there is forward planning. This includes a managed approach to financial issues which may present a risk to the organisation. WWA has in place a system of business planning which includes an account of current and future operational activity and financial implications..

Plans for future periods

FUTURE DEVELOPMENTS

WWA will continue to adhere to the strategic aims contained within the business plan: offer our services and ensure that levels of income necessary to meet budgets and support reserves are maintained; work in close collaboration with AWA in order to meet the requirements of the new Buckinghamshire Council contract and continue to work from the WWA Action Plan which will be added to and monitored throughout the year as well as being reviewed quarterly by the management committee at management committee meetings. We will continue to actively monitor sustainability as well as strengthening and developing the management committee. We will also continue to develop relationships across Bucks particularly those working to end violence against women and girls. WWA will continue to address ways in which they can retain good staff to continue with a full complement of staff.

Most importantly, WWA will continue to listen to what the women and children who use Wycombe Women's Aid's services need.

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024

Statement of Trustees' responsibilities

The Trustees (who are also directors of Wycombe Women's Aid Limited for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year. Under company law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the Trustees are required to:

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

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Charity's transactions and disclose with reasonable accuracy at any time the financial position of the Charity and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by order of the members of the board of Trustees and signed on their behalf by:

.....
Michelle Vickers
Trustee
Date: 22 November 2024

WYCOMBE WOMEN'S AID LIMITED
(A company limited by guarantee)

**INDEPENDENT EXAMINER'S REPORT
FOR THE YEAR ENDED 31 MARCH 2024**

Independent examiner's report to the Trustees of Wycombe Women's Aid Limited ('the Charity')

I report to the charity Trustees on my examination of the accounts of the Charity for the year ended 31 March 2024.

Responsibilities and basis of report

As the Trustees of the Charity (and 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 Charity 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 the Charity's accounts 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 Charity'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 The Institute of Chartered Accountants in England and Wales, 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:

1. accounting records were not kept in respect of the Charity 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.

WYCOMBE WOMEN'S AID LIMITED
(A company limited by guarantee)

INDEPENDENT EXAMINER'S REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024

This report is made solely to the Charity's Trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. My work has been undertaken so that I might state to the Charity's Trustees those matters I am required to state to them in an Independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the Charity and the Charity's Trustees as a body, for my work or for this report.

Signed:

Dated: 9 December 2024

B K Silva

BA ACA DChA

MHA, Chartered Accountants, Building 4, Foundation Park, Roxborough Way, Maidenhead, SL6 3UD

WYCOMBE WOMEN'S AID LIMITED
(A company limited by guarantee)

**STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 MARCH 2024**

	Note	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Income from:					
Donations and legacies	3	135,991	-	135,991	197,967
Charitable activities	4	498,423	47,182	545,605	452,876
Investments	5	2,639	-	2,639	763
Total income		637,053	47,182	684,235	651,606
Expenditure on:					
Charitable activities	6	595,269	100,261	695,530	633,691
Total expenditure		595,269	100,261	695,530	633,691
Net movement in funds		41,784	(53,079)	(11,295)	17,915
Reconciliation of funds:					
Total funds brought forward		268,073	53,079	321,152	303,237
Net movement in funds		41,784	(53,079)	(11,295)	17,915
Total funds carried forward		309,857	-	309,857	321,152

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

The notes on pages 19 to 33 form part of these financial statements.

WYCOMBE WOMEN'S AID LIMITED
(A company limited by guarantee)
REGISTERED NUMBER: 02245478

BALANCE SHEET
AS AT 31 MARCH 2024

	Note	2024 £	2023 £
Current assets			
Debtors	11	41,888	28,513
Cash at bank and in hand		303,484	340,033
		<u>345,372</u>	<u>368,546</u>
Creditors: amounts falling due within one year	12	(35,515)	(47,394)
Net current assets		<u>309,857</u>	321,152
Total assets less current liabilities		<u>309,857</u>	321,152
Total net assets		<u>309,857</u>	321,152
Charity funds			
Restricted funds	13	-	53,079
Unrestricted funds	13	309,857	268,073
Total funds		<u><u>309,857</u></u>	<u><u>321,152</u></u>

The Charity was entitled to exemption from audit under section 477 of the Companies Act 2006.

The members have not required the company to obtain an audit for the year in question in accordance with section 476 of Companies Act 2006.

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

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

The financial statements were approved and authorised for issue by the Trustees on 22 November 2024 and signed on their behalf by:

.....
Michelle Vickers
Trustee

The notes on pages 19 to 33 form part of these financial statements.

WYCOMBE WOMEN'S AID LIMITED
(A company limited by guarantee)

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 MARCH 2024

	2024 £	2023 £
Cash flows from operating activities		
Net cash used in operating activities (note 15)	(36,549)	24,481
Net cash provided by investing activities		
	-	-
Change in cash and cash equivalents in the year	(36,549)	24,481
Cash and cash equivalents at the beginning of the year	340,033	315,552
Cash and cash equivalents at the end of the year (note 16)	303,484	340,033

The notes on pages 19 to 33 form part of these financial statements

WYCOMBE WOMEN'S AID LIMITED
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024**

1. General information

The Charity is a company limited by guarantee. The members of the company are the Trustees named on page 1. In the event of the Charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the Charity.

2. Accounting policies

2.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), and the Companies Act 2006.

Wycombe Women's Aid Limited meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

2.2 Going concern

The Trustees assess whether the use of going concern is appropriate i.e. whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the Charity to continue as a going concern. The Trustees make this assessment in respect of a period of one year from the date of approval of the financial statements and do not consider there to be any material implications on the going concern status of the charity.

2.3 Income

All income is recognised once the Charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Grants are included in the Statement of financial activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the Balance sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

Income tax recoverable in relation to investment income is recognised at the time the investment income is receivable.

WYCOMBE WOMEN'S AID LIMITED
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024**

2. Accounting policies (continued)

2.4 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Charity's objectives, as well as any associated support costs.

All expenditure is inclusive of irrecoverable VAT.

2.5 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Charity; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

2.6 Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

2.7 Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

2.8 Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Statement of financial activities as a finance cost.

WYCOMBE WOMEN'S AID LIMITED
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024**

2. Accounting policies (continued)

2.9 Financial instruments

The Charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

2.10 Operating leases

Rentals paid under operating leases are charged to the Statement of financial activities on a straight line basis over the lease term.

2.11 Pensions

The Charity operates a defined contribution pension scheme and the pension charge represents the amounts payable by the Charity to the fund in respect of the year.

2.12 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Charity and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Charity for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

3. Income from donations and legacies

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £
Donations	51,991	-	51,991
Buckinghamshire Council	84,000	-	84,000
	135,991	-	135,991

WYCOMBE WOMEN'S AID LIMITED
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024**

3. Income from donations and legacies (continued)

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total funds 2023 £
Donations	32,060	-	32,060
Wycombe District Council	84,000	81,907	165,907
	<u>116,060</u>	<u>81,907</u>	<u>197,967</u>

4. Income from charitable activities

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £
Provision of refuge facilities	159,840	-	159,840
Community services: Buckinghamshire Council Integrated Domestic Violence Services	246,135	-	246,135
Other charitable income	92,448	47,182	139,630
	<u>498,423</u>	<u>47,182</u>	<u>545,605</u>

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total funds 2023 £
Provision of refuge facilities	145,688	-	145,688
Community services: Buckinghamshire Council Integrated Domestic Violence Services	238,755	-	238,755
Other charitable income	37,635	30,798	68,433
	<u>422,078</u>	<u>30,798</u>	<u>452,876</u>

WYCOMBE WOMEN'S AID LIMITED
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024**

5. Investment income

	Unrestricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Interest receivable	2,639	2,639	763

6. Analysis of expenditure on charitable activities

Summary by fund type

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
Provision of refuge facilities	258,023	100,261	358,284
Community services	298,353	-	298,353
Children and young people services	38,893	-	38,893
	<u>595,269</u>	<u>100,261</u>	<u>695,530</u>

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
Provision of refuge facilities	198,851	4,385	203,236
Community services	221,078	97,872	318,950
Children and young people services	91,903	19,602	111,505
	<u>511,832</u>	<u>121,859</u>	<u>633,691</u>

WYCOMBE WOMEN'S AID LIMITED
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024**

7. Analysis of expenditure by activities

	Activities undertaken directly 2024 £	Support costs 2024 £	Total funds 2024 £
Provision of refuge facilities	326,713	31,571	358,284
Community services	284,863	13,490	298,353
Children and young people services	34,792	4,101	38,893
	<u>646,368</u>	<u>49,162</u>	<u>695,530</u>

	Activities undertaken directly 2023 £	Support costs 2023 £	Total funds 2023 £
Provision of refuge facilities	178,069	25,167	203,236
Community services	301,340	17,610	318,950
Children and young people services	103,747	7,758	111,505
	<u>583,156</u>	<u>50,535</u>	<u>633,691</u>

WYCOMBE WOMEN'S AID LIMITED
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024**

7. Analysis of expenditure by activities (continued)

Analysis of direct costs

	Provision of refuge facilities 2024 £	Community services 2024 £	Children and young people services 2024 £	Total funds 2024 £
Wages and salaries	191,539	270,120	29,468	491,127
Staff costs	7,495	7,143	2,092	16,730
Direct costs	327	-	889	1,216
Subscriptions	2,129	2,041	89	4,259
Premises	113,447	5,559	2,254	121,260
Bad and doubtful debts	494	-	-	494
Sanctuary scheme	11,282	-	-	11,282
	<u>326,713</u>	<u>284,863</u>	<u>34,792</u>	<u>646,368</u>
	Provision of refuge facilities 2023 £	Community services 2023 £	Children and young people services 2023 £	Total funds 2023 £
Wages and salaries	89,226	259,012	98,246	446,484
Staff costs	5,364	5,038	1,573	11,975
Direct costs	492	-	871	1,363
Subscriptions	3,046	1,075	119	4,240
Premises	75,164	36,215	2,938	114,317
Bad and doubtful debts	392	-	-	392
Sanctuary scheme	4,385	-	-	4,385
	<u>178,069</u>	<u>301,340</u>	<u>103,747</u>	<u>583,156</u>

WYCOMBE WOMEN'S AID LIMITED
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024**

7. Analysis of expenditure by activities (continued)

Analysis of support costs

	Provision of refuge facilities 2024 £	Community services 2024 £	Children and young people services 2024 £	Total funds 2024 £
Telephone	5,036	3,663	458	9,157
Rent and rates	6,609	4,807	601	12,017
Printing, stationery and postage	2,164	1,573	197	3,934
Bookkeeping fees	12,070	301	301	12,672
Bank charges	170	85	85	340
Sundry expenses	602	301	301	1,204
IT costs	1,504	1,053	451	3,008
Independent examination and accountancy fees	3,294	1,647	1,647	6,588
Professional fees	242	-	-	242
	<u>31,571</u>	<u>13,490</u>	<u>4,101</u>	<u>49,162</u>

	Provision of refuge facilities 2023 £	Community services 2023 £	Children and young people services 2023 £	Total funds 2023 £
Telephone	3,733	2,715	339	6,787
Rent and rates	6,536	5,222	653	12,411
Printing, stationery and postage	1,990	1,448	181	3,619
Bookkeeping fees	5,902	2,951	2,951	11,804
Bank charges	87	44	44	175
Sundry expenses	(825)	538	538	251
IT costs	4,098	2,869	1,229	8,196
Independent examination and accountancy fees	2,746	1,373	1,373	5,492
Professional fees	1,800	-	-	1,800
	<u>25,167</u>	<u>17,610</u>	<u>7,758</u>	<u>50,535</u>

WYCOMBE WOMEN'S AID LIMITED
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024**

8. Independent examiner's remuneration

The independent examiner's remuneration amounts to an independent examiner fee of £6,200 (2023 - £6,200).

9. Staff costs

	2024	2023
	£	£
Wages and salaries	433,993	394,194
Social security costs	37,244	33,951
Contribution to defined contribution pension schemes	19,890	18,339
	491,127	446,484

The average number of persons employed by the Charity during the year was as follows:

	2024	2023
	No.	No.
Number of staff	15	15

No employee received remuneration amounting to more than £60,000 in either year.

The key management personnel of the charity comprise the senior staff listed on page 1. The total amount of employee benefits (including employer pension and national insurance contributions) received by key management personnel for their services to the charity was £105,205 (2023: £106,003).

10. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits (2023 - £NIL).

During the year ended 31 March 2024, no expenses were reimbursed or paid directly to Trustees (2023: £nil).

11. Debtors

	2024	2023
	£	£
Due within one year		
Trade debtors	20,672	2,597
Other debtors	2,050	3,129
Prepayments and accrued income	19,166	22,787
	41,888	28,513

WYCOMBE WOMEN'S AID LIMITED
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024**

12. Creditors: Amounts falling due within one year

	2024	2023
	£	£
Trade creditors	3,389	11,128
Other taxation and social security	9,456	10,194
Other creditors	2,886	1,135
Accruals and deferred income	19,784	24,937
	35,515	47,394
	2024	2023
	£	£
Deferred income at 1 April 2023	10,545	4,614
Resources deferred during the year	10,545	10,545
Amounts released from previous periods	(10,545)	(4,614)
	10,545	10,545

At the Balance Sheet date the charity was holding funds received in advance of £10,545 (2023: £10,545).

WYCOMBE WOMEN'S AID LIMITED
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024**

13. Statement of funds

Statement of funds - current year

	Balance at 1 April 2023 £	Income £	Expenditure £	Balance at 31 March 2024 £
Unrestricted funds				
Designated funds				
Equipment replacement	8,000	-	-	8,000
Contractual commitments	110,000	-	-	110,000
Premises	30,000	-	-	30,000
Development	15,000	-	-	15,000
	<u>163,000</u>	<u>-</u>	<u>-</u>	<u>163,000</u>
General funds				
General fund	<u>105,073</u>	<u>637,053</u>	<u>(595,269)</u>	<u>146,857</u>
Total Unrestricted funds	<u>268,073</u>	<u>637,053</u>	<u>(595,269)</u>	<u>309,857</u>
Restricted funds				
Sanctuary scheme	3,217	-	(3,217)	-
Lloyds Bank Foundation	27,250	-	(27,250)	-
Children in Need	3,985	-	(3,985)	-
Heart of Bucks	8,627	-	(8,627)	-
Edward Gosling	10,000	-	(10,000)	-
TVPA	-	42,182	(42,182)	-
Shanly	-	5,000	(5,000)	-
	<u>53,079</u>	<u>47,182</u>	<u>(100,261)</u>	<u>-</u>
Total of funds	<u>321,152</u>	<u>684,235</u>	<u>(695,530)</u>	<u>309,857</u>

WYCOMBE WOMEN'S AID LIMITED
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024**

13. Statement of funds (continued)

Statement of funds - prior year

	Balance at 1 April 2022 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 March 2023 £
Unrestricted funds					
Designated funds					
Equipment replacement	8,000	-	-	-	8,000
Contractual commitments	108,118	-	-	1,882	110,000
Premises	30,000	-	-	-	30,000
Development	15,000	-	-	-	15,000
	<u>161,118</u>	<u>-</u>	<u>-</u>	<u>1,882</u>	<u>163,000</u>
General funds					
General fund	<u>79,886</u>	<u>538,901</u>	<u>(511,832)</u>	<u>(1,882)</u>	<u>105,073</u>
Total Unrestricted funds	<u>241,004</u>	<u>538,901</u>	<u>(511,832)</u>	<u>-</u>	<u>268,073</u>
Restricted funds					
Sanctuary scheme	7,602	-	(4,385)	-	3,217
Lloyds Bank Foundation	-	52,250	(25,000)	-	27,250
Children in Need	12,790	29,657	(38,462)	-	3,985
Heart of Bucks	24,508	-	(15,881)	-	8,627
Paradigm Housing	7,333	-	(7,333)	-	-
Charles Hayward	10,000	-	(10,000)	-	-
Edward Gosling	-	10,000	-	-	10,000
TVPA	-	20,798	(20,798)	-	-
	<u>62,233</u>	<u>112,705</u>	<u>(121,859)</u>	<u>-</u>	<u>53,079</u>
Total of funds	<u>303,237</u>	<u>651,606</u>	<u>(633,691)</u>	<u>-</u>	<u>321,152</u>

WYCOMBE WOMEN'S AID LIMITED
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024**

Unrestricted funds have been designated for the following purposes:

Equipment replacement – to ensure that there is sufficient money to replace equipment and furniture when it becomes obsolete or beyond economic repair.

Contractual commitments – to ensure our duties and obligations to employees such as redundancy; provision of locum maternity or sick cover and the costs of any disciplinary and or grievance procedures which may arise.

Premises – to cover our contractual obligations to landlords and/or relocation to new premises.

Development - to undertake new projects and explore options, including how to sustain service levels in face of cut backs, and to conduct feasibility studies on advisability of such proposals.

Restricted funds relate to amounts given by donors for specific purposes as follows:
Sanctuary Scheme enables households at risk of violence to remain safely in their own homes.

Lloyds Bank Foundation - to provide salary costs for one full time Community Outreach Worker Post

BBC Children in Need - to fund the salary of a Youth Worker providing individual and group sessions to young people who been adversely affected by domestic violence.

Heart of Bucks - to provide funds towards voids incurred as result of COVID-19 pandemic.

TVPA Thames Valley police - to provide salary costs for a Counsellor.

Shanly - to provide salary costs for a Youth worker.

14. Analysis of net assets between funds

Analysis of net assets between funds - current period

	Unrestricted funds 2024 £	Restricted funds 2024 £	Restricted funds - class ii 2024 £	Total funds 2024 £
Current assets	345,372	-	-	345,372
Creditors due within one year	(35,515)	-	-	(35,515)
Total	309,857	-	-	309,857

WYCOMBE WOMEN'S AID LIMITED
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024**

14. Analysis of net assets between funds (continued)

Analysis of net assets between funds - prior period

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total funds 2023 £
Current assets	315,467	53,079	368,546
Creditors due within one year	(47,394)	-	(47,394)
Total	268,073	53,079	321,152

15. Reconciliation of net movement in funds to net cash flow from operating activities

	2024 £	2023 £
Net income/expenditure for the period (as per Statement of Financial Activities)	(11,295)	17,915
Adjustments for:		
Increase in debtors	(13,375)	(3,889)
Increase/(decrease) in creditors	(11,879)	10,455
Net cash provided by/(used in) operating activities	(36,549)	24,481

16. Analysis of cash and cash equivalents

	2024 £	2023 £
Cash in hand	303,484	340,033
Total cash and cash equivalents	303,484	340,033

WYCOMBE WOMEN'S AID LIMITED
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024**

17. Analysis of changes in net debt

	At 1 April 2023 £	Cash flows £	At 31 March 2024 £
Cash at bank and in hand	340,033	(36,549)	303,484
	<u>340,033</u>	<u>(36,549)</u>	<u>303,484</u>

18. Pension commitments

The Charity operates a defined contributions pension scheme through the NEST scheme. The assets of the scheme are held separately from those of the Charity in an independently administered fund. The pension cost charge represents contributions payable by the Charity to the fund and amounted to £19,882 (2023 - £18,339) contributions totalling £2,582 (2023 - £6,828) were payable to the fund at the balance sheet date and are included in creditors.

19. Operating lease commitments

At 31 March 2024 the Charity had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2024 £	2023 £
Not later than 1 year	56,820	55,320
Later than 1 year and not later than 5 years	161,280	161,280
Later than 5 years	208,776	249,971
	<u>426,876</u>	<u>466,571</u>

20. Related party transactions

The Charity has not entered into any related party transaction during the year, nor are there any outstanding balances owing between related parties and the Charity at 31 March 2024.

WYCOMBE WOMEN'S AID LIMITED

England & Wales - Charity number 299946

Accounts

WYCOMBE WOMEN'S AID LIMITED
(A company limited by guarantee)

UNAUDITED
TRUSTEES' REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023

WYCOMBE WOMEN'S AID LIMITED
(A company limited by guarantee)

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WYCOMBE WOMEN'S AID LIMITED
(A company limited by guarantee)

**REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS
FOR THE YEAR ENDED 31 MARCH 2023**

Trustees Ali Smith
Christine Adames
Claire Long
Meena Bhatia
Michelle Vickers
Sinead McNeill - resigned 04 October 2022

Company registered number 02245478

Charity registered number 299946

Registered office Building 4, Foundation Park
Roxborough Way
Maidenhead
Berkshire
SL6 3UD

Senior Staff Denise Drew
Sara Britnell

Independent examiner MHA
Chartered Accountants
Building 4, Foundation Park
Roxborough Way
Maidenhead
SL6 3UD

Bankers Lloyds TSB
27-31 White Hart Street
High Wycombe
Buckinghamshire
HP11 2BD

Scottish Widows
PO Box 12757
67 Morrison Street
Edinburgh
EH3 8YJ

WYCOMBE WOMEN'S AID LIMITED
(A company limited by guarantee)

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 MARCH 2023

The Trustees present their annual report together with the financial statements of the charity Wycombe Women's Aid (WWA) for the year 1 April 2022 to 31 March 2023. The Trustees confirm that the Annual Report and financial statements of the company comply with the current statutory requirements, the requirements of the company's governing document and the provisions of the Statement of Recommended Practice (SORP), applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

Since the Charity qualifies as small under section 382 of the Companies Act 2006, the Strategic report required of medium and large companies under companies Act 2006 (Strategic report and Directors' Report) Regulations 2013 has been omitted.

This year WWA has evidenced how resilient and adaptable they are as an organisation by continuing to offer all core services to women and children whilst experiencing challenges with staff departures and then recruitment of new staff. Inevitably following the pandemic people have reassessed their lives, some preferring to continue with the benefits of working from home in new positions and others wanting a complete career change. As a small organisation the impact was significant and we had to use an 'all hands on deck approach' to get us through a time of disruption and uncertainty. The trustees, leadership team and frontline workers all pulled together using a strength based approach enabling us to go from strength to strength.

Objectives and activities

a. Policies and objectives

WWA's objectives and activities are for the purposes of the relief of distress and suffering experienced by women and their children who have suffered physical, sexual, coercive control, psychological, emotional or economic abuse within an intimate or family type relationship. The Charity Commission's guidance on public benefit is kept in mind at all Management Committee meetings.

b. Strategies for achieving objectives

WWA exists to provide independent, specialist services for women and children experiencing the effects of domestic violence. We provide safe, temporary and emergency accommodation as well as practical and emotional support within the refuge and through outreach in the local community. Our services are underpinned by an intersectional feminist, trauma informed ethos. WWA collectively and regularly monitors and reviews its strategies.

WYCOMBE WOMEN'S AID LIMITED
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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2023

Objectives and activities (continued)

b. Strategies for achieving objectives (continued)

The support services WWA provides are for people living in the Wycombe, South Bucks and Chiltern areas of Buckinghamshire. In the interests of safety and confidentiality our refuge accommodation is for women and children who do not live in the immediate locality. Using the national UK Routes to Support service we find refuge space for local women in refuges away from the locality of the abuse. This informal reciprocal arrangement ensures risk reduction and safety. All our services support a survivor to become a thriver. The services WWA provides are:

Helpline
Refuge
Resettlement
Counselling
Clinical Supervision
Outreach

In-Reach in Bourne End

Children and Young People

IDVA (Independent Domestic Violence Advocacy) – this service covers Wycombe and South Bucks areas;

Aylesbury Women's Aid (AWA) covers Aylesbury Vale and surrounding areas

Administration of the Sanctuary scheme

Training and Awareness Raising

WWA's core values reflect our history and were compiled by the women we work with, workers and trustees. Our five core values are as follows:

WOMEN'S POWER - We believe in self-determination and women's power to take back control of their lives

LISTENING AND BELIEVING - We listen to women and children and believe they are the experts in their own lives.

EQUALITY - We value equality of opportunity within our diverse community. We believe domestic violence is a contravention of our human rights.

CHOICE - Women and children are at the heart of everything we do and we respect their choices.

RESPONSIVENESS - We are responsive to the views of women and children to develop our provision of confidential and informed services.

Domestic violence is a gendered crime which is deeply rooted in the societal inequality between women and men. The UN (United Nations) describes VAWG (violence against women and girls) as 'any act of gender-based violence that is directed against a woman because she is a woman or that affects women disproportionately' (UN 2006:12).

WWA defines domestic violence as an incident or pattern of incidents of controlling, coercive, threatening and degrading behaviour, including physical and sexual violence, which is perpetrated by a partner or ex-partner. The vast majority of domestic violence is experienced by women and is perpetrated by men. Domestic violence includes, but is not limited to, coercive control, psychological, emotional, physical, sexual and economic abuse, harassment and stalking and online or digital abuse.

WYCOMBE WOMEN'S AID LIMITED
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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2023

Objectives and activities (continued)

b. Strategies for achieving objectives (continued)

Domestic Violence National Statistics:

There is no reliable prevalence data on domestic abuse but the Crime Survey of England and Wales (CSEW) offers the best data available. According to this data, for the year ending March 2022, an estimated 1.7 million women aged 16 years and over experienced domestic abuse. We work with many women who have not reported the domestic violence they experience to the police, or any other agency, and are therefore not included in the figure of 1.7 million.

c. Activities undertaken to achieve objectives

WWA has two support teams: family services and community services. Family services provide refuge and support for women, children and young people living in the refuge. Community services provide support for women, children and young people living in the community, with the exception of the IDVA service which also provides services for men. This is achieved by WWA buying in the service externally. From September 2020 the male service has been delivered by Aylesbury Vale & Milton Keynes Sexual Abuse Support Service (AVMKSSASS). WWA has three principal activities: refuge services, children and young people's services and community services. A significant, positive and often 'life saving' difference is made for many people as a result of the support given by WWA. Women, children and young people's confidence and self-worth are heightened and they become emotionally stronger and more able to form strong and healthy boundaries in future relationships as well as becoming active and positive members of the community.

Family Services

Helpline – WWA provides a domestic violence helpline during office hours. The worker answering the call will provide support if the caller is in crisis, she may provide information if requested, signpost to the various services provided by WWA or to an outside agency, find refuge space for local women and their children, take referrals for women requesting refuge space, support an outside agency who is working with a client who is experiencing domestic violence or transfer calls to other workers. The 24 hour national domestic violence helpline is available and information about this service is provided on WWA's answerphone out of hours. Our sister organisation AWA provides an emergency out of hours service for women living in Bucks and when an emergency call comes through to them for the WWA area they contact us via our out of hours mobile number which is staffed by the WWA Leadership Team on a rotational basis.

Refuge – WWA's refuge offers a safe place to stay for women on their own and women with their children who are experiencing domestic violence and need to leave their homes. The service includes self-catering refuge accommodation, provision of emotional and practical support for women and children before, during and after their stay at the refuge, accompanying to court and appointments, emergency provisions, risk management and support planning.

This support is wide ranging and may, for example, include support with housing, finances, parenting, mental health needs and substance misuse. Refuge guests are encouraged to attend a weekly house meeting and any groups that are provided at our outreach office and in the wider community. We aim to work collaboratively with other agencies to ensure particular needs are met.

Quote from a woman after leaving the refuge: *I would like to say a huge thank you for all of the help, support and kindness I have received during my stay. I have made some true friends and this has been an amazing experience for me. I have discovered so much about myself and for that I am so grateful.*

Resettlement – Women and children moving on from refuge accommodation continue to receive practical support from their key worker, including moving into their new home. At the meeting before they leave refuge

WYCOMBE WOMEN'S AID LIMITED
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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2023

Objectives and activities (continued)

their key worker gives information about the various services and support outreach can provide and an appointment may be booked for an outreach worker to meet with the woman once the family has settled into their new home. If families relocate outside our area we provide contact information for the local domestic violence services in that area.

Counselling – WWA's counselling service is a self-referral service and provides person-centered counselling, cognitive behavioural therapy and time focused counselling delivered by qualified BACP (British Association of Counselling and Psychotherapy) registered counsellors for women living in the Wycombe, South Bucks and Chiltern areas of Buckinghamshire.

The first session is an assessment to make sure that counselling is right for the woman. Each session lasts for one hour and takes place once a week at our outreach centre. After 8 sessions the woman and her counsellor will re-assess together how things are and the progress that has been made. If it is agreed that more needs to be explored the counsellor may offer further sessions.

Quote from a woman after leaving the counselling service: *This therapy is what I have been looking for, for most of my life. This has been the best thing I have ever done and I am so grateful that you have guided me through this journey and helped me find myself even though I never knew that I had lost myself. I feel like I can start to live the rest of my life now. I cannot thank you enough.*

Clinical Supervision - WWA is privileged to have a qualified clinical supervisor who currently provides clinical supervision to all front line workers at WWA and the counselling service at AWA.

Outreach – The outreach services are self-referral services and available to women either living with abuse or who are working through the effects of past domestic abuse and who are not living in refuge accommodation. Provision includes support and information in one-to-one support sessions, these sessions can be face to face, virtual or by telephone.

Our monthly 'OPEN DOOR' held at our outreach office where women can receive free advice from local solicitors, DWP, Bucks Skills Up, Sexual Health, Family Support Service and P3 continues to be popular and key to ensuring that women have the information they need to make positive change.

Group work - This takes place at our outreach offices and this year we have delivered the Freedom Programme and You and Me Programme.

Quote from a woman after using the Outreach service: *Thank you so much for all your support – it really has helped me a lot and I think I have become stronger and more self-aware as a result of your help. Thank you so much.*

In-Reach – This service, based within a GP surgery in Bourne End, was significantly impacted by the Covid-19 pandemic and changes to the way GP surgeries operate. The DV In Reach Worker has spent the last year working creatively with other health professionals to initiate referrals into the project. The funding for this project came to an end on 31 March 2023.

Children and Young People - Children who are living at the refuge with their mothers or female careers receive specialist interventions to allow them to work through their experiences of domestic violence. The service focuses on the safety, health and well-being of the children by offering good quality one to one and group creative play as well as opportunities that are stimulating and fun with a developmental aim such as a dedicated after school provision for older children, organized outings and play schemes during the school holidays. By monitoring the children's reactions, development and behavior the child development workers ensure that each child's support plan is kept up to date. WWA has dedicated indoor spaces for the children which are well

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2023

Objectives and activities (continued)

equipped and an outside play area with a variety of well-maintained and robust equipment. The child workers protect continuity of education by working closely with school admissions and assisting mothers with finding school and nursery places. WWA's work with children is OFSTED rated and an award of 'good' was given following an inspection on 5 October 2021.

Quote from a young person to the child workers after leaving the refuge: *Thank you for always making me happy and for listening whenever I talk. You have made me very happy!!*

A specialist community support for children aged 5-11 years is provided using the WAFE 'Helping Hands' model. The programme aims to increase children's understanding of feeling safe and to explore and promote behaviours which will contribute to a safe environment. During this financial year two groups were held in local schools.

Quote from a teacher following a group at their school: *On reflection, * School is so grateful for the safe space you provided for the group to be together and, at their own pace, begin to make sense of their lived experience. J-L we noticed came alive once she felt safe to trust you and the group. I could sense her relief at someone directly speaking into her with empathy, knowledge and understanding. J-L was so focused during the final two sessions; it was a joy to behold. J-L was often at Flourish (nurture room) door seeking connection throughout the day. Since Helping Hands the class teacher and I have noticed significant change. One area has been a sense of responsibility for herself and her learning. She rarely presented in complete uniform and often disorganised with personal items and homework. Since the last session I rarely see J-L. She has completed three full weeks as of today, with full uniform with no reminders. The class teacher notices a deepening focus in class as previously she would do everything possible to distract herself with fiddling, not attending to input then needing assistance to complete learning tasks. Her empathy for others who are struggling is shining brightly too. Once again, many thanks.*

The youth project works with boys and girls aged between 11 and 17 who have experienced domestic violence, either within the family home or within their own intimate relationships. The service provides specialist support in one to one sessions as well as going into schools and other youth settings promoting awareness about domestic violence. The service also networks with other agencies and individuals to promote the young people's service and to ensure the views of young people experiencing domestic violence are heard.

Quote from a teacher following an awareness session at their school: *I just wanted to thank you again for delivering such a brilliant session to our Year 12s yesterday. Your workshop was informative and really helped open up some important topics and conversations among the students, and we are very grateful. I would love to arrange some more sessions with you if we could – the more sessions we could arrange the better! I am sure every student could benefit. Once again, thank you so much for your support.*

IDVA (Independent Domestic Violence Advocacy) - The IDVA service is an independent domestic violence advocacy service that offers intensive support for a limited time until the risk is reduced and safety needs have been addressed. As mentioned earlier, in September 2020 AVMKSAASS started delivering the male work. The IDVAs work within a multi-agency setting to ensure all agencies do their part to enable the safety of the referred client and any children s/he may have. An IDVA attends, and has a pivotal role on, the Multi Agency Risk Assessment Conference (MARAC) which has been held via conference call since the Covid-19 pandemic.

Quote from woman after leaving the IDVA service: *Without you I would not be where I am so thank you for your help / support / guidance, you are truly amazing! A huge thank you.*

Sanctuary Scheme – WWA continues to administer the Sanctuary scheme, organising with Safe Partnership Limited to carry out the target hardening. Buckinghamshire Council provided the initial funding and any

WYCOMBE WOMEN'S AID LIMITED
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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2023

Objectives and activities (continued)

underspend is carried forward to a restricted fund for use in the following year. The number of families supported across Bucks during the year to March 2023 was twenty four.

Training and Awareness Raising - WWA's domestic abuse awareness raising and training aims to improve the understanding of the public and other agencies around the issues faced by women and children experiencing domestic abuse and the appropriate support that they may need should they make a disclosure or ask for help. This year the majorities of sessions have been delivered face to face and have included Bucks New University social care students, MARAC and DASH training, health providers and local organisations.

Achievements and performance

a. Review of activities

During this financial year the WWA management committee, employees and refuge guests reviewed policies, procedures and guidelines in accordance with the policy review timetable. Exit interviews with women leaving our services have fed into our business plan. We appreciate our refuge guests and counselling, outreach and IDVA clients giving their time to provide feedback which enables us to improve our services. It has been very encouraging to hear that, despite the challenges that we faced this year, our clients have had very positive experiences. Overall they have valued the way we work and how the services operate.

This year WWA has continued to offer its services to women and children experiencing domestic abuse. The occupancy rate in the refuge for this year was 72%, still a little lower than previous years due to the aftermath of the pandemic. All four refuge houses were maintained to a high standard and complied with all relevant regulations. All emergency repairs were responded to immediately and the standard of accommodation remained high in all refuge houses. This is achieved by weekly health and safety checks and conversations with women at the house meeting. In January 2023 we had a change of landlord for three of our refuge houses and one office house. There continues to be a period of transition and we will continue to build and strengthen links made this year.

WWA maintained its target of sensitively gaining essential information from all women in the first hour of their arrival at refuge and daily contact was made with each woman living in the refuge during the working week.

WWA worked closely with Buckinghamshire Council to ensure a continued good working relationship and a clear understanding and appreciation of the WWA services offered and provided. Monitoring reports and statistical information were provided and regular monitoring meetings were attended with Buckinghamshire Council which, during this year, were all held virtually.

The WWA counselling service has adhered to BACP guidelines at all times and all women entering the service were initially assessed to ensure the most appropriate form of counselling was provided.

The refuge support workers provided at least one support session per week to each guest and the child development workers met at least weekly with each child to ensure their needs were being met and that they were feeling safe. All school age children resident at the refuge were secured a school place.

This year we have again linked in with a variety of organisations to further support the women and children we work with. We have been overwhelmed by the generosity of our community who have made financial donations to our organisation which have enabled us to continue to deliver our services to local women and children.

In December 2022 AWA and WWA were informed that they were successful in their tender to Buckinghamshire Council for the 'Accommodation and Community Based Domestic Abuse Service' contract for April 2023 for

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2023

Achievements and performance (continued)

three years. WWA will again work in partnership with AWA and deliver the services across Wycombe, South Bucks and Chiltern areas.

This year WWA committed to ensuring that all staff had the opportunity to be involved in the planning needed for delivery of the new contract in April 2023. This was achieved by having two team days in February and March where all staff were able to input their ideas and make collective decisions. Feedback was also gained from the women who use our services to inform decision making.

b. Statistics for the year ended 31 March 2023

WWA is committed to recording a range of information for statistical purposes. WWA gains this information supportively and assures the women and children we work with that information kept for statistical purposes is anonymous and cannot be traced to individuals. If clients choose for their information not to be used then this is respected.

In the past year WWA has shared statistical information with a variety of interested parties. These have included local and national agencies and organisations, individuals and organisations carrying out research about domestic violence and other Women's Aid organisations including WAFE (Women's Aid Federation of England).

Equal opportunity monitoring of all services is as follows: 4% - Black clients; 15% - Asian clients; 3% - mixed race clients; 55% - White clients; 2% - other ethnicity; 21% - unknown. Thirty five percent of the clients we worked with were disabled.

Across all services the ages of women who used our services this financial year were: 16% were between eighteen and twenty five; 71% were between twenty six and fifty five; 4% were fifty six and above and 9% were unknown.

We worked directly with a total of 162 children and young people during this period. Forty one percent lived in the refuge and 59% lived in the local community.

One hundred and thirty eight women received counselling support during the year and our outreach workers supported 213 women; both these figures are very similar to the previous year. We have supported 51 women in groups and 110 women at the Open Door drop in service. Our IDVA service supported 141 women and 24 families were supported by the sanctuary scheme (I don't know for this year). Our outreach and youth services facilitated 25 training and awareness raising sessions within the local community.

During the year there were 5,215 calls to our helpline and 7 calls to the emergency out of hours service for the South of Buckinghamshire. We were unable to accommodate 96 women with 42 children who came through to our helpline looking for space. This is somewhat higher than last year, and mainly as a result of there not being any space in WWA refuge at the time of the referral.

During the year a total of 45 women with 67 dependent children were accommodated at our refuge. During the same period WWA was able to find safe alternative refuge accommodation for 41 local families away from their abuser. Of the 45 women WWA supported in our refuge, 22 had additional vulnerabilities.

After an initial few days in the refuge a woman has time to consider what she would like for her and her children's future. She may choose to settle in an area away from Wycombe and her support worker will then work with her and the refuge in that location to move her there. The woman may consider moving to an area where she has friends and family and choose to stay with them rather than go into the local refuge.

During this period 15% of families moved to another refuge, 15% returned home with protection or reconciled,

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2023

Achievements and performance (continued)

23% moved to family or friends, 15% were accommodated by Bucks Council and 32% were accommodated by other local authorities, housing associations, private rent etc.

Women and their children can stay in the refuge for up to 6 months, however, on a few occasions it has been agreed that for the benefit of the family they may stay for a few more weeks. Analysis of our refuge population in the year ending 31 March 2023 shows that 33% of the families stayed in the refuge up to 1 month; 31% stayed between 1 and 3 months; 18% stayed between 3 and 6 months and 18% stayed over 6 months. These time scales conform well with our experience of meeting the support needs of women and their children who have been subjected to domestic violence, and also to our responsibility to promote independence.

Financial review

FINANCIAL RISK MANAGEMENT OBJECTIVES AND POLICIES

Effective financial management is achieved through five types of activity:

1. Business Plan

WWA has a three year Business Plan that is reviewed and updated annually. The Business Plan includes a description of the main areas of change facing the organisation and a plan for managing these. It also includes detailed financial projections for the forthcoming year and a commentary of any significant implications for the financial stability of the organisation.

2. Annual budget, reporting and monitoring income and expenditure

A draft budget is presented to the management committee for the forthcoming financial year in September. It is re-presented, incorporating any agreed changes, in the final financial quarter in readiness for the new financial year.

Income and expenditure is reported by the treasurer to the management committee on a quarterly basis and agreement reached on how to manage any significant variance.

3. System of delegated authorities regarding financial management

The operation of financial management will be undertaken within a system of delegated authorities which is outlined in the management committee roles and responsibilities policy, procedure and guidelines. This details the level of authorities within the organisation in relation to financial matters. This provides a system of financial checks and is reviewed on an annual basis in order to ensure that it remains robust.

4. The process of examining annual accounts

The finances of the organisation are inspected on an annual basis. The management letter from the Accountant and any advice contained therein is discussed and agreed by the Committee, along with the examined accounts prior to presentation to the Annual General Meeting.

5. Risk assessment of financial matters

WWA has a risk register which contains financial information, giving an analysis of business risk and grading potential risks as low, medium or high. Action to be taken is recorded within a time-frame and the person responsible for the action is identified. Where sudden or unforeseeable areas emerge, which present a risk to the organisation, these will be reported to the management committee as soon as an employee or management committee member becomes aware of them, as will unplanned, unforeseen service development opportunities. The Leadership Team meet regularly to review the risk register and recommendations are made at the following management committee meeting. The risk register is managed, monitored and reviewed at every formal management committee meeting.

RESERVES POLICY

The Trustees believe that WWA should hold financial reserves in order to ensure that we can continue to provide a service in the event of an emergency and to meet our moral, legal and contractual obligations.

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2023

Reserves have been built up over the last twenty years to their current level. The Trustees will consider achievement of the appropriate levels of reserves on an annual basis and in line with WWA's Business Plan.

Designated reserves

Unrestricted funds have been designated for the following purposes:

Equipment - A reserve to ensure that there is sufficient money to replace equipment and furniture when it becomes obsolete or beyond economic repair. Balance at 31 March 2023: £8,000 (2022: £8,000).

Contractual Commitment - A reserve to ensure our duties and obligations to employees such as redundancy, provision of locum maternity or sick cover and the costs of any disciplinary and or grievance procedures which may arise. Balance at 31 March 2023: £110,000 (2022: £108,118).

Premises - A reserve to cover our contractual obligations to landlords and/or relocation to new premises. Balance at 31 March 2023: £30,000 (2022: £30,000).

Development - A reserve to undertake new projects and explore options, including how to sustain service levels in face of cut backs, and to conduct feasibility studies on the advisability of such proposals. Balance at 31 March 2023: £15,000 (2022: £15,000).

The financial results for the year are set out in the financial statements later in the report. The surplus for the year was £17,915 (2022: deficit £48,331) which when added to the reserves brought forward £303,237 gives £321,152 to carry forward. As disclosed £163,000 (2022: £161,118) is allocated to designated funds whilst £105,073 (2022: £79,886) is carried forward in unrestricted general funds and £53,079 (2022: £62,233) in restricted funds.

PRINCIPAL FUNDING

Our principal funding source is Bucks Council via AWA (£238,755). WWA has a sub-contract with AWA for the new financial year. In addition unrestricted donations are received from organisations and individuals on an ad hoc basis.

Structure, governance and management

a. Constitution

Wycombe Women's Aid is a registered Charity and Company Limited by Guarantee and does not have a Share Capital. The date of Incorporation was 19 April 1988. The organisation is governed by its Memorandum and Articles of Association of Wycombe Women's Aid Limited which were last updated at the Annual General Meeting on 21 July 2004.

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2023

Structure, governance and management (continued)

b. Methods of appointment or election of Trustees

WWA is committed to outlining the role of the committee in order that the activities of the organisation are clear and transparent. It is important that committee members have a clear expectation of their roles and the scope of their responsibilities. Likewise it is important that employees are aware of their own role and how it relates to the committee function.

The committee works towards ensuring that new trustees are recruited and elected on a systematic and continuous basis. This is in order that there is always a core of experienced members. The committee determines the approach taken to identify new members prior to the AGM each year.

Trustees are sought who have relevant experience and an understanding of domestic violence and the impact it has on women and children as well as one or more of the following areas:

The provision of supported housing; experience of working within or with statutory and/or charitable bodies; experience of working in or with services which aim to ensure the health and well-being of children; working with statutory bodies - particularly health, housing, education and social care; finance and financial planning; personnel and human resource management; general experience of running a business; legal experience; experience of participating in community services and meeting community needs; experience of being a client of Women's Aid services; monitoring and evaluation of services; equal opportunities and diversity.

Trustees avoid recommending people who are close colleagues, friends or relatives as this may affect the balance and objectivity of the committee as a whole.

c. Policies adopted for the induction and training of Trustees

Prospective trustees will attend at least two committee meetings prior to standing for election at the AGM. They will receive an induction that will involve a visit to the office, meetings with the Chair, Chief Executive Officer and Services Manager and an introduction to other employees. They will receive a copy of the Standing Orders and Delegated Authorities as well as information relating to a description of the service such as leaflets and the previous annual report.

d. Pay policy for senior staff

The remuneration for key management personnel is based on the salary scales set by the National Joint Council.

WYCOMBE WOMEN'S AID LIMITED
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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2023

Structure, governance and management (continued)

e. Organisational structure and decision making

Board of Trustees – CEO – Community, Refuge, C&YP Services, Administration.

Currently WWA's Management Committee is made up of 6 trustees and 4 co-opted members. There are 16 paid employees. The leadership team is made up of the Chief Executive Officer, IDVA/Outreach Manager, Refuge Manager, Therapeutic Manager and Operations Manager. The leadership team meets on a monthly basis to monitor, review and develop the services.

Decisions are made through discussion and consensus at quorate management committee meetings. Where there is no agreement through consensus, votes are cast and in the case of the numbers being even the Chair will have the casting vote. Decisions are recorded in minutes and circulated.

The Chair of the committee and the Chief Executive Officer of the organisation shall have power to discharge, as a matter of urgency, any function of the committee providing that in their reasonable opinion a delay in exercising the function would be seriously detrimental to the organisation and no such action would contradict a previous decision. Any action taken by the Chair and the Chief Executive Officer is reported to the next meeting of the committee, recorded in minutes and circulated.

f. Related party relationships

WWA is a full member of WAFE, the national domestic violence charity which works to end violence against women and children. WWA ensures that a positive relationship with WAFE is maintained by completing their questionnaires promptly to ensure that women who use WWA are visible within the statistics country-wide. WWA updates Routes to Support before 10.00 a.m. Monday to Friday in order to comply with the directive. WWA and AWA have a memorandum of understanding and a joint steering group which is made up of three trustees from each organisation. AWA has a contract with Bucks Council and WWA has a sub-contract with AWA to meet the contract which contributes towards some of the services provided in each agency. WWA and AWA have a joint development plan for the contract which is reviewed at Joint Steering Group meetings and at quarterly monitoring meetings with BC commissioners. WWA and AWA also have a joint business plan for the contract. WWA has a very close relationship with AWA, sharing good practice and discussing issues relating to domestic violence in Bucks as well as keeping up to date about the wider domestic violence agendas, particularly central government, via the WAFE website. WWA is a member of, and meets regularly with, the Thames Valley domestic violence services group.

WWA is also a member of various local Bucks groups and fora relating to domestic violence. This ensures that the needs of local women and children who use WWA services are conveyed and that WWA is well informed and part of the development of Bucks domestic violence initiatives and strategies. WWA liaises with local agencies and advocates on behalf of women and children using WWA services, promoting WWA services and supporting those working with women and children experiencing domestic violence. WWA often works closely and collaboratively with other agencies when clients have particular needs.

The CEO has sat on the Buckinghamshire Domestic Abuse Board whose aim is to oversee compliance with the new duty Under Part 4 of the Domestic Abuse Act 2021 and strengthen support services for those affected by domestic abuse in Buckinghamshire. The Board has also committed to drive forward the 4 key strategic priorities set out in the Buckinghamshire Council's Domestic Abuse Strategy 2021 – 2024.

WWA has a close relationship with its funders and completes reports and provides monitoring and statistical information regularly and within timeframes specified. WWA fully engages with regular monitoring meetings with Bucks Council.

WYCOMBE WOMEN'S AID LIMITED
(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2023

Structure, governance and management (continued)

g. Risk management

WWA is committed to ensuring effective management through a system of monitoring, checks and controls. The major risks to which the charity is exposed, as identified by the trustees, have been reviewed and systems or procedures have been established to manage those risks. The WWA risk register is available and reviewed at all formal management committee meetings. WWA aims to ensure that financial matters are considered at a strategic level and that there is forward planning. This includes a managed approach to financial issues which may present a risk to the organisation. WWA has in place a system of business planning which includes an account of current and future operational activity and financial implications.

Plans for future periods

FUTURE DEVELOPMENTS

WWA will continue to adhere to the strategic aims contained within the business plan: offer our services and ensure that levels of income necessary to meet budgets and support reserves are maintained; work in close collaboration with AWA in order to meet the requirements of the new Buckinghamshire Council contract and continue to work from the WWA Action Plan which will be added to and monitored throughout the year as well as being reviewed quarterly by the management committee at management committee meetings. We will continue to actively monitor sustainability as well as strengthening and developing the management committee. We will also continue to develop relationships across Bucks with our sister organisation, AWA. There have been many challenges, consequences and opportunities during the year whilst forming a new team, we continue to recover and reform from this whilst going from strength to strength.

Most importantly, WWA will continue to listen to what the women and children who use Wycombe Women's Aid's services need.

WYCOMBE WOMEN'S AID LIMITED
(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2023

Statement of Trustees' responsibilities

The Trustees (who are also the directors of the Charity for the purposes of company law) are responsible for preparing the Trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial . Under company law, the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the Charity and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the Trustees are required to:

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

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Charity's transactions and disclose with reasonable accuracy at any time the financial position of the Charity and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by order of the members of the board of Trustees and signed on their behalf by:


.....
Michelle Vickers
Trustee
Date: 26 October 2023

WYCOMBE WOMEN'S AID LIMITED
(A company limited by guarantee)

**INDEPENDENT EXAMINER'S REPORT
FOR THE YEAR ENDED 31 MARCH 2023**

Independent examiner's report to the Trustees of Wycombe Women's Aid Limited ('the Charity')

I report to the charity Trustees on my examination of the accounts of the Charity for the year ended 31 March 2023.

Responsibilities and basis of report

As the Trustees of the Charity (and 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 Charity 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 the Charity's accounts 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 Charity'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 The Institute of Chartered Accountants in England and Wales, 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:

1. accounting records were not kept in respect of the Charity 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)].

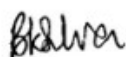
I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

WYCOMBE WOMEN'S AID LIMITED
(A company limited by guarantee)

INDEPENDENT EXAMINER'S REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2023

This report is made solely to the Charity's Trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. My work has been undertaken so that I might state to the Charity's Trustees those matters I am required to state to them in an Independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the Charity and the Charity's Trustees as a body, for my work or for this report.

Signed:



Dated: 3 November 2023

B K Silva

BA ACA DChA

MHA, Chartered Accountants, Building 4, Foundation Park, Roxborough Way, Maidenhead, SL6 3UD

WYCOMBE WOMEN'S AID LIMITED
(A company limited by guarantee)

**STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 MARCH 2023**

	Note	Unrestricted funds 2023 £	Restricted funds 2023 £	Total funds 2023 £	Total funds 2022 £
Income from:					
Donations and legacies	3	116,060	81,907	197,967	125,798
Charitable activities	4	422,078	30,798	452,876	473,788
Investments	5	763	-	763	86
Total income		538,901	112,705	651,606	599,672
Expenditure on:					
Charitable activities	6	511,832	121,859	633,691	648,003
Total expenditure		511,832	121,859	633,691	648,003
Net movement in funds		27,069	(9,154)	17,915	(48,331)
Reconciliation of funds:					
Total funds brought forward		241,004	62,233	303,237	351,568
Net movement in funds		27,069	(9,154)	17,915	(48,331)
Total funds carried forward		268,073	53,079	321,152	303,237

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

The notes on pages 20 to 34 form part of these financial statements.

WYCOMBE WOMEN'S AID LIMITED
(A company limited by guarantee)
REGISTERED NUMBER: 02245478

BALANCE SHEET
AS AT 31 MARCH 2023

	Note	2023 £	2022 £
Current assets			
Debtors	11	28,513	24,624
Cash at bank and in hand		340,033	315,552
		<u>368,546</u>	<u>340,176</u>
Creditors: amounts falling due within one year	12	(47,394)	(36,939)
Net current assets		<u>321,152</u>	<u>303,237</u>
Total assets less current liabilities		<u>321,152</u>	<u>303,237</u>
Total net assets		<u>321,152</u>	<u>303,237</u>
Charity funds			
Restricted funds	13	53,079	62,233
Unrestricted funds	13	268,073	241,004
Total funds		<u>321,152</u>	<u>303,237</u>

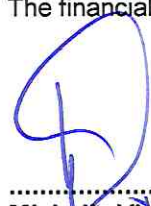
The Charity was entitled to exemption from audit under section 477 of the Companies Act 2006.

The members have not required the company to obtain an audit for the year in question in accordance with section 476 of Companies Act 2006.

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

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

The financial statements were approved and authorised for issue by the Trustees on 26 October 2023 and signed on their behalf by:



.....
Michelle Vickers
Trustee

The notes on pages 20 to 34 form part of these financial statements.

WYCOMBE WOMEN'S AID LIMITED
(A company limited by guarantee)

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 MARCH 2023

	2023 £	2022 £
Cash flows from operating activities		
Net cash used in operating activities (note 15)	24,481	(26,748)
Net cash provided by investing activities		
	-	-
Change in cash and cash equivalents in the year	24,481	(26,748)
Cash and cash equivalents at the beginning of the year	315,552	342,300
Cash and cash equivalents at the end of the year (note 16)	340,033	315,552

The notes on pages 20 to 34 form part of these financial statements

WYCOMBE WOMEN'S AID LIMITED
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023

1. General information

The Charity is a company limited by guarantee. The members of the company are the Trustees named on page 1. In the event of the Charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the Charity.

2. Accounting policies

2.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), and the Companies Act 2006.

Wycombe Women's Aid Limited meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

2.2 Going concern

The Trustees assess whether the use of going concern is appropriate i.e. whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the Charity to continue as a going concern. The Trustees make this assessment in respect of a period of one year from the date of approval of the financial statements. As detailed in the Trustees report, the Trustees have made this assessment in light of the Covid-19 pandemic and do not consider there to be any material implications on the going concern status of the charity.

2.3 Income

All income is recognised once the Charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Grants are included in the Statement of financial activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the Balance sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

Income tax recoverable in relation to investment income is recognised at the time the investment income is receivable.

WYCOMBE WOMEN'S AID LIMITED
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023**

2. Accounting policies (continued)

2.4 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Charity's objectives, as well as any associated support costs.

All expenditure is inclusive of irrecoverable VAT.

2.5 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Charity; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

2.6 Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

2.7 Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

2.8 Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Statement of financial activities as a finance cost.

WYCOMBE WOMEN'S AID LIMITED
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023**

2. Accounting policies (continued)

2.9 Financial instruments

The Charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

2.10 Operating leases

Rentals paid under operating leases are charged to the Statement of financial activities on a straight line basis over the lease term.

2.11 Pensions

The Charity operates a defined contribution pension scheme and the pension charge represents the amounts payable by the Charity to the fund in respect of the year.

2.12 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Charity and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Charity for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

3. Income from donations and legacies

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total funds 2023 £
Donations	32,060	-	32,060
Buckinghamshire Council	84,000	81,907	165,907
	<u>116,060</u>	<u>81,907</u>	<u>197,967</u>

WYCOMBE WOMEN'S AID LIMITED
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023**

3. Income from donations and legacies (continued)

	Unrestricted funds 2022 £	Total funds 2022 £
Donations	40,898	40,898
Wycombe District Council	84,900	84,900
	<u>125,798</u>	<u>125,798</u>

4. Income from charitable activities

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total funds 2023 £
Provision of refuge facilities	145,688	-	145,688
Community services: Buckinghamshire Council Integrated Domestic Violence Services	238,755	-	238,755
Other charitable income	37,635	30,798	68,433
	<u>422,078</u>	<u>30,798</u>	<u>452,876</u>

	Unrestricted funds 2022 £	Restricted funds 2022 £	Total funds 2022 £
Provision of refuge facilities	148,528	-	148,528
Community services: Buckinghamshire Council Integrated Domestic Violence Services	238,755	-	238,755
Other charitable income	33,817	52,688	86,505
	<u>421,100</u>	<u>52,688</u>	<u>473,788</u>

WYCOMBE WOMEN'S AID LIMITED
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023**

5. Investment income

	Unrestricted funds 2023 £	Total funds 2023 £	Total funds 2022 £
Interest receivable	763	763	86

6. Analysis of expenditure on charitable activities

Summary by fund type

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
Provision of refuge facilities	198,851	4,385	203,236
Community services	221,078	97,872	318,950
Children and young people services	91,903	19,602	111,505
	<u>511,832</u>	<u>121,859</u>	<u>633,691</u>

	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £
Provision of refuge facilities	202,589	3,684	206,273
Community services	291,902	36,182	328,084
Children and young people services	105,822	7,824	113,646
	<u>600,313</u>	<u>47,690</u>	<u>648,003</u>

WYCOMBE WOMEN'S AID LIMITED
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023**

7. Analysis of expenditure by activities

	Activities undertaken directly 2023 £	Support costs 2023 £	Total funds 2023 £
Provision of refuge facilities	178,069	25,167	203,236
Community services	301,340	17,610	318,950
Children and young people services	103,747	7,758	111,505
	<u>583,156</u>	<u>50,535</u>	<u>633,691</u>

	Activities undertaken directly 2022 £	Support costs 2022 £	Total funds 2022 £
Provision of refuge facilities	184,521	21,752	206,273
Community services	313,127	14,957	328,084
Children and young people services	107,018	6,628	113,646
	<u>604,666</u>	<u>43,337</u>	<u>648,003</u>

WYCOMBE WOMEN'S AID LIMITED
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023**

7. Analysis of expenditure by activities (continued)

Analysis of direct costs

	Provision of refuge facilities 2023 £	Community services 2023 £	Children and young people services 2023 £	Total funds 2023 £
Wages and salaries	89,226	259,012	98,246	446,484
Staff costs	5,364	5,038	1,573	11,975
Direct costs	492	-	871	1,363
Subscriptions	3,046	1,075	119	4,240
Premises	75,164	36,215	2,938	114,317
Bad and doubtful debts	392	-	-	392
Sanctuary scheme	4,385	-	-	4,385
	<u>178,069</u>	<u>301,340</u>	<u>103,747</u>	<u>583,156</u>

	Provision of refuge facilities 2022 £	Community services 2022 £	Children and young people services 2022 £	Total funds 2022 £
Wages and salaries	97,853	272,614	102,397	472,864
Staff costs	6,288	764	519	7,571
Direct costs	287	-	1,073	1,360
Subscriptions	4,416	1,067	119	5,602
Premises	68,630	38,682	2,910	110,222
Bad and doubtful debts	863	-	-	863
Sanctuary scheme	3,684	-	-	3,684
Male IDVA	2,500	-	-	2,500
	<u>184,521</u>	<u>313,127</u>	<u>107,018</u>	<u>604,666</u>

WYCOMBE WOMEN'S AID LIMITED
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023**

7. Analysis of expenditure by activities (continued)

Analysis of support costs

	Provision of refuge facilities 2023 £	Community services 2023 £	Children and young people services 2023 £	Total funds 2023 £
Telephone	3,733	2,715	339	6,787
Rent and rates	6,536	5,222	653	12,411
Printing, stationery and postage	1,990	1,448	181	3,619
Bookkeeping fees	5,902	2,951	2,951	11,804
Bank charges	87	44	44	175
Sundry expenses	(825)	538	538	251
IT costs	4,098	2,869	1,229	8,196
Independent examination and accountancy fees	2,746	1,373	1,373	5,492
Professional fees	1,800	-	-	1,800
	<u>25,167</u>	<u>17,610</u>	<u>7,758</u>	<u>50,535</u>

	Provision of refuge facilities 2022 £	Community services 2022 £	Children and young people services 2022 £	Total funds 2022 £
Telephone	2,790	2,029	254	5,073
Rent and rates	6,439	4,683	585	11,707
Printing, stationery and postage	1,494	1,088	136	2,718
Bookkeeping fees	3,904	1,952	1,952	7,808
Bank charges	107	54	55	216
Sundry expenses	(703)	538	538	373
IT costs	3,763	2,634	1,129	7,526
Independent examination and accountancy fees	3,058	1,529	1,529	6,116
Professional fees	1,800	-	-	1,800
	<u>21,752</u>	<u>14,957</u>	<u>6,628</u>	<u>43,337</u>

WYCOMBE WOMEN'S AID LIMITED
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023**

8. Independent examiner's remuneration

The independent examiner's remuneration amounts to an independent examiner fee of £6,200 (2022 - £5,700).

9. Staff costs

	2023	2022
	£	£
Wages and salaries	394,194	417,132
Social security costs	33,951	36,251
Contribution to defined contribution pension schemes	18,339	19,481
	446,484	472,864

The average number of persons employed by the Charity during the year was as follows:

	2023	2022
	No.	No.
Number of staff	15	14

No employee received remuneration amounting to more than £60,000 in either year.

The key management personnel of the charity comprise the senior staff listed on page 1. The total amount of employee benefits (including employer pension and national insurance contributions) received by key management personnel for their services to the charity was £106,003 (2022: £93,789).

10. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits (2022 - £NIL).

During the year ended 31 March 2023, expenses totalling £0 were reimbursed or paid directly to 1 Trustee (2022: £159).

WYCOMBE WOMEN'S AID LIMITED
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023**

11. Debtors

	2023 £	2022 £
Due within one year		
Trade debtors	2,597	389
Other debtors	3,129	4,930
Prepayments and accrued income	22,787	19,305
	<u>28,513</u>	<u>24,624</u>

12. Creditors: Amounts falling due within one year

	2023 £	2022 £
Trade creditors	11,128	1,596
Other taxation and social security	10,194	8,932
Other creditors	1,135	2,450
Accruals and deferred income	24,937	23,961
	<u>47,394</u>	<u>36,939</u>

	2023 £	2022 £
Deferred income at 1 April 2022	4,614	-
Resources deferred during the year	10,545	4,614
Amounts released from previous periods	(4,614)	-
	<u>10,545</u>	<u>4,614</u>

At the Balance Sheet date the charity was holding funds received in advance of £10,545 (2022: £4,614).

WYCOMBE WOMEN'S AID LIMITED
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023**

13. Statement of funds

Statement of funds - current year

	Balance at 1 April 2022 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 March 2023 £
Unrestricted funds					
Designated funds					
Equipment replacement	8,000	-	-	-	8,000
Contractual commitments	108,118	-	-	1,882	110,000
Premises	30,000	-	-	-	30,000
Development	15,000	-	-	-	15,000
	<u>161,118</u>	<u>-</u>	<u>-</u>	<u>1,882</u>	<u>163,000</u>
General funds					
General fund	<u>79,886</u>	<u>538,901</u>	<u>(511,832)</u>	<u>(1,882)</u>	<u>105,073</u>
Total Unrestricted funds	<u>241,004</u>	<u>538,901</u>	<u>(511,832)</u>	<u>-</u>	<u>268,073</u>
Restricted funds					
Sanctuary scheme	7,602	-	(4,385)	-	3,217
The Henry Smith Charity	-	-	-	-	-
Lloyds Bank Foundation	-	52,250	(25,000)	-	27,250
Children in Need	12,790	29,657	(38,462)	-	3,985
Red Kite	-	-	-	-	-
MHCLG	-	-	-	-	-
MoJ (via PCC)	-	-	-	-	-
Heart of Bucks	24,508	-	(15,881)	-	8,627
Paradigm Housing	7,333	-	(7,333)	-	-
Charles Hayward	10,000	-	(10,000)	-	-
Edward Gosling	-	10,000	-	-	10,000
OPCC	-	20,798	(20,798)	-	-
	<u>62,233</u>	<u>112,705</u>	<u>(121,859)</u>	<u>-</u>	<u>53,079</u>
Total of funds	<u>303,237</u>	<u>651,606</u>	<u>(633,691)</u>	<u>-</u>	<u>321,152</u>

WYCOMBE WOMEN'S AID LIMITED
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023**

13. Statement of funds (continued)

Statement of funds - prior year

	Balance at 1 April 2021 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 March 2022 £
Unrestricted funds					
Designated funds					
Equipment replacement	8,000	-	-	-	8,000
Contractual commitments	108,118	-	-	-	108,118
Premises	30,000	-	-	-	30,000
Development	15,000	-	-	-	15,000
	<u>161,118</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>161,118</u>
General funds					
General fund	<u>123,215</u>	<u>546,984</u>	<u>(600,313)</u>	<u>10,000</u>	<u>79,886</u>
Total Unrestricted funds	<u>284,333</u>	<u>546,984</u>	<u>(600,313)</u>	<u>10,000</u>	<u>241,004</u>
Restricted funds					
Sanctuary scheme	11,470	-	(3,868)	-	7,602
Lloyds Bank Foundation	21,321	-	(21,321)	-	-
Mulberry trust	1,250	-	(1,250)	-	-
Children in Need	13,434	7,180	(7,824)	-	12,790
Red Kite	9,760	-	(9,760)	-	-
Vox Smart	10,000	-	-	(10,000)	-
Heart of Bucks	-	24,508	-	-	24,508
Paradigm Housing	-	11,000	(3,667)	-	7,333
Charles Hayward	-	10,000	-	-	10,000
Charles Hayward	-	-	-	-	-
Edward Gosling	-	-	-	-	-
OPCC	-	-	-	-	-
	<u>67,235</u>	<u>52,688</u>	<u>(47,690)</u>	<u>(10,000)</u>	<u>62,233</u>

WYCOMBE WOMEN'S AID LIMITED
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023**

13. Statement of funds (continued)

Total of funds	351,568	599,672	(648,003)	-	303,237
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Unrestricted funds have been designated for the following purposes:

Equipment replacement – to ensure that there is sufficient money to replace equipment and furniture when it becomes obsolete or beyond economic repair.

Contractual commitments – to ensure our duties and obligations to employees such as redundancy; provision of locum maternity or sick cover and the costs of any disciplinary and or grievance procedures which may arise.

Premises – to cover our contractual obligations to landlords and/or relocation to new premises.

Development - to undertake new projects and explore options, including how to sustain service levels in face of cut backs, and to conduct feasibility studies on advisability of such proposals.

Restricted funds relate to amounts given by donors for specific purposes as follows:

Sanctuary Scheme enables households at risk of violence to remain safely in their own homes.

Lloyds Bank Foundation - to provide salary costs for one full time Community Outreach Worker Post

BBC Children in Need - to fund the salary of a Youth Worker providing individual and group sessions to young people who been adversely affected by domestic violence.

Vox Smart - to build a garden structure. The transfer of £10,000 from restricted to general funds is on agreement from Vox Smart for funds to be used for general purposes

MHCLG, MoJ (via PCC) and Heart of Bucks - to provide funds towards voids incurred as result of COVID-19 pandemic. The transfer of £79,816 in 2021 from restricted to general funds represents the use of these funds to cover the reduction in income due to voids.

Paradigm Housing Group - community based support to victims of Domestic Abuse.

14. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total funds 2023 £
Current assets	315,467	53,079	368,546
Creditors due within one year	(47,394)	-	(47,394)
Total	268,073	53,079	321,152

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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023**

14. Analysis of net assets between funds (continued)

Analysis of net assets between funds - prior year

	Unrestricted funds 2022 £	Restricted funds 2022 £	Total funds 2022 £
Current assets	277,943	62,233	340,176
Creditors due within one year	(36,939)	-	(36,939)
Total	241,004	62,233	303,237

15. Reconciliation of net movement in funds to net cash flow from operating activities

	2023 £	2022 £
Net income/expenditure for the year (as per Statement of Financial Activities)	17,915	(48,331)
Adjustments for:		
Decrease/(increase) in debtors	(3,889)	1,415
Increase in creditors	10,455	20,168
Net cash provided by/(used in) operating activities	24,481	(26,748)

16. Analysis of cash and cash equivalents

	2023 £	2022 £
Cash in hand	340,033	315,552
Total cash and cash equivalents	340,033	315,552

WYCOMBE WOMEN'S AID LIMITED
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023**

17. Analysis of changes in net debt

	At 1 April 2022 £	Cash flows £	At 31 March 2023 £
Cash at bank and in hand	315,552	24,481	340,033
	<u>315,552</u>	<u>24,481</u>	<u>340,033</u>

18. Pension commitments

The Charity operates a defined contributions pension scheme through the NEST scheme. The assets of the scheme are held separately from those of the Charity in an independently administered fund. The pension cost charge represents contributions payable by the Charity to the fund and amounted to £18,339 (2022 - £19,481) contributions totalling £6,828 (2022 - £2,450) were payable to the fund at the balance sheet date and are included in creditors.

19. Operating lease commitments

At 31 March 2023 the Charity had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2023 £	2022 £
Not later than 1 year	55,320	54,820
Later than 1 year and not later than 5 years	161,280	167,322
Later than 5 years	249,971	339,361
	<u>466,571</u>	<u>561,503</u>

20. Related party transactions

The Charity has not entered into any related party transaction during the year, nor are there any outstanding balances owing between related parties and the Charity at 31 March 2023.

WYCOMBE WOMEN'S AID LIMITED

England & Wales - Charity number 299946

Accounts

WYCOMBE WOMEN'S AID LIMITED
(A company limited by guarantee)

UNAUDITED

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2022

WYCOMBE WOMEN'S AID LIMITED
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WYCOMBE WOMEN'S AID LIMITED
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**REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS
FOR THE YEAR ENDED 31 MARCH 2022**

Trustees	Ali Smith Anne Bateman (Resigned 17 January 2022) Christine Adames Claire Long Meena Bhatia Michelle Vickers Sinead McNeill Joanne Kansagra (Resigned 17 January 2022)
Company registered number	02245478
Charity registered number	299946
Registered office	Building 4, Foundation Park Roxborough Way Maidenhead Berkshire SL6 3UD
Senior Staff	Lisbeth Harvey Sara Britnell
Independent examiner	MHA MacIntyre Hudson Chartered Accountants Building 4, Foundation Park Roxborough Way Maidenhead SL6 3UD
Bankers	Lloyds TSB 27-31 White Hart Street High Wycombe Buckinghamshire HP11 2BD Scottish Widows PO Box 12757 67 Morrison Street Edinburgh EH3 8YJ

WYCOMBE WOMEN'S AID LIMITED
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TRUSTEES' REPORT
FOR THE YEAR ENDED 31 MARCH 2022

The Trustees present their annual report together with the financial statements of the charity Wycombe Women's Aid (WWA) for the year 1 April 2021 to 31 March 2022. The Trustees confirm that the Annual Report and financial statements of the company comply with the current statutory requirements, the requirements of the company's governing document and the provisions of the Statement of Recommended Practice (SORP), applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

Since the Charity qualifies as small under section 382 of the Companies Act 2006, the Strategic report required of medium and large companies under the Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013 has been omitted.

This year has again been very different from previous years because of the Covid-19 pandemic. At the beginning of the financial year the governments four step road map was in place which offered a 'route back to a more normal life'. The government continued to change their plans regularly and we worked tirelessly to ensure that we committed to the guidelines to keep the women, children and staff safe. Again there was no break in delivery of our core services and we continued to find creative ways of working when women did not want to meet face to face. Our community services team were still based from their homes using a variety of methods to support the women we work with. The refuge team had returned to their office base and were admitting new families but still working creatively to ensure that the needs of the families were met in the safest way.

In January 2022 Anne Bateman stepped down from being a trustee after many years of dedicated service. Also in this month Joanne Kansagra stepped down as a trustee after 4 months with WWA.

In December 2021 the CEO Lisbeth Harvey retired and Sara Britnell was appointed in the CEO position. Following this there was a restructure with appointments of two new Service Managers.

Objectives and activities

a. Policies and objectives

Wycombe Women's Aid's (WWA) objectives and activities are for the purposes of the relief of distress and suffering experienced by women and their children who have suffered physical, psychological, sexual or financial violence within an intimate or family type relationship. The Charity Commission's guidance on public benefit is kept in mind at all Management Committee meetings.

b. Strategies for achieving objectives

WWA exists to provide independent, specialist services for women and children experiencing the effects of domestic violence. We provide safe, temporary and emergency accommodation as well as practical and emotional support within the refuge and through outreach in the local community. Our services are underpinned by an intersectional feminist, trauma informed ethos. WWA collectively and regularly monitors and reviews its strategies.

WYCOMBE WOMEN'S AID LIMITED
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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2022

Objectives and activities (continued)

b. Strategies for achieving objectives (continued)

The support services WWA provides are for people living in the Wycombe, South Bucks and Chiltern areas of Buckinghamshire. In the interests of safety and confidentiality our refuge accommodation is for women and children who do not live in the immediate locality. Using the national UK Routes to Support service we find refuge space for local women in refuges away from the locality of the abuse. This informal reciprocal arrangement ensures risk reduction and safety. All our services support a survivor to become a thriver. The services WWA provides are:

Helpline
Refuge
Resettlement
Counselling
Clinical Supervision
Outreach
In-Reach in Bourne End
Children and Young People
IDVA (Independent Domestic Violence Advocacy) – this service covers Wycombe and South Bucks areas;
Aylesbury Women's Aid (AWA) covers Aylesbury Vale and surrounding areas
Administration of the Sanctuary scheme
Training and Awareness Raising
Student Placement

WWA's core values reflect our history and were compiled by the women we work with, employees and trustees. Our five core values are as follows:

WOMEN'S POWER -We believe in self-determination and women's power to take back control of their lives.

LISTENING AND BELIEVING - We listen to women and children and believe they are the experts in their own lives.

EQUALITY - We value equality of opportunity within our diverse community. We believe domestic violence is a contravention of our human rights.

CHOICE - Women and children are at the heart of everything we do and we respect their choices.

RESPONSIVENESS - We are responsive to the views of women and children to develop our provision of confidential and informed services.

Domestic violence is a gendered crime which is deeply rooted in the societal inequality between women and men. The UN (United Nations) describes VAWG (violence against women and girls) as 'any act of gender-based violence that is directed against a woman because she is a woman or that affects women disproportionately' (UN 2006:12). WWA is disappointed that the Government has chosen to exclude domestic violence from their VAWG strategy.

WWA defines domestic violence as an incident or pattern of incidents of controlling, coercive, threatening and degrading behaviour, including physical and sexual violence, which is perpetrated by a partner or ex-partner. The vast majority of domestic violence is experienced by women and is perpetrated by men. Domestic violence includes, but is not limited to, coercive control, psychological, emotional, physical, sexual and economic abuse, harassment and stalking and online or digital abuse.

WYCOMBE WOMEN'S AID LIMITED
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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2022

Objectives and activities (continued)

b. Strategies for achieving objectives (continued)

Domestic Violence National Statistics:

There is no reliable prevalence data on domestic abuse but the Crime Survey of England and Wales (CSEW) offers the best data available. According to this data, for the year ending 31 March 2020, an estimated 1.6 million women aged 16 to 74 years experienced domestic abuse (ONS, 2020). We work with many women who have not reported the domestic violence they experience to the police, or any other agency, and are therefore not included in the figure of 1.6 million.

c. Activities undertaken to achieve objectives

WWA has two support teams: family services and community services. Family services provide refuge and support for women, children and young people living in the refuge. Community services provide support for women, children and young people living in the community, with the exception of the IDVA service which also provides services for men. This is achieved by WWA buying in the service externally. From September 2020 the male service has been delivered by Aylesbury Vale & Milton Keynes Sexual Abuse Support Service (AVMKSASS). WWA has three principal activities: refuge services, children and young people's services and community services. A significant, positive and often 'life saving' difference is made for many people as a result of the support given by WWA. Women, children and young people's confidence and self-worth are heightened and they become emotionally stronger and more able to form strong and healthy boundaries in future relationships as well as becoming active and positive members of the community.

Helpline – WWA provides a domestic violence helpline during office hours. The worker answering the call will provide support if the caller is in crisis, she may provide information if requested, signpost to the various services provided by WWA or to an outside agency, find refuge space for local women and their children, take referrals for women requesting refuge space, support an outside agency who is working with a client who is experiencing domestic violence or transfer calls to other workers. The 24 hour national domestic violence helpline is available and information about this service is provided on WWA's answerphone out of hours. Our sister organisation AWA provides an emergency out of hours service for women living in Bucks and when an emergency call comes through to them for the WWA area they contact us via our out of hours mobile number which is staffed by the WWA Leadership Team on a rotational basis.

Refuge – WWA's refuge offers a safe place to stay for women on their own and women with their children who are experiencing domestic violence and need to leave their homes. The service includes self-catering refuge accommodation, provision of emotional and practical support for women and children before, during and after their stay at the refuge, accompanying to court (this has happened virtually during the pandemic) and other appointments, emergency provisions, risk management and support planning.

This support is wide ranging and may, for example, include support with housing, finances, parenting, mental health needs and substance misuse. Refuge guests are encouraged to attend a weekly house meeting and any groups that are provided at our outreach office and in the wider community. We aim to work collaboratively with other agencies to ensure particular needs are met.

When lateral flow tests became readily available at the beginning of 2021 this made a big difference in the refuge community. We continued to use this resource throughout the year to enable women, children and staff to monitor the virus. During the financial year 3 guests tested positive for Covid 19 and 5 refuge staff.

Quote from a woman after leaving the refuge: *I will be forever grateful to you for your help and support. Thank you. N*

WYCOMBE WOMEN'S AID LIMITED
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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2022

Objectives and activities (continued)

Resettlement – Women and children moving on from refuge accommodation continue to receive practical support from their key worker, including moving into their new home. At the meeting before they leave refuge their key worker gives information about the various services and support outreach can provide and an appointment may be booked for an outreach worker to meet with the woman once the family has settled into their new home. If families relocate outside our area we provide contact information for the local domestic violence services in that area.

Counselling – WWA's counselling service is a self-referral service and provides person-centered counselling, cognitive behavioural therapy and time focused counselling delivered by qualified BACP (British Association of Counselling and Psychotherapy) registered counsellors for women living in the Wycombe, South Bucks and Chiltern areas of Buckinghamshire.

The first session is an assessment to make sure that counselling is right for the woman. Each session lasts for one hour and takes place once a week at our outreach centre. After 8 sessions the woman and her counsellor will re-assess together how things are and the progress that has been made. If it is agreed that more needs to be explored the counsellor may offer further sessions.

During part of the year because of the Covid-19 pandemic all assessment and counselling sessions have been provided virtually or on the telephone. During the year the counsellors gradually came back to the office as women began to feel more confident to meet in our outreach building, by January 2022 our counsellors were back fully providing face to face sessions to women.

Quote from a woman after leaving the counselling service: *I really have found my sessions with you incredibly helpful in coming to terms with all that has happened to me – thank you so much – I now feel ready to move on with my life!*

Clinical Supervision - WWA is privileged to have a qualified clinical supervisor who currently provides clinical supervision to all front line workers at WWA and the counselling service at AWA.

Outreach – The outreach services are self-referral services and available to women either living in a violent situation or who are working through the effects of past domestic violence and who are not living in refuge accommodation. Provision includes support and information in one-to-one support sessions which have all been either virtual or telephone during the Covid-19 pandemic, until the return to the outreach building fully in January 2022 when more women came forward for face to face sessions again. For part of the year we were not able to provide group work sessions due to the Covid-19 pandemic, we were pleased to start up again in January 2022 offering the WAFE Power to Change and You and Me Mum programmes. Our regular 'drop-in' where women can receive free advice from local solicitors on legal issues and from the CAB, who support women with financial and debt issues, was put on hold for this financial year but started up again in April 2022.

Quote from a woman after using the Outreach service: *Thanks again for the help you gave me. You were the first person to explain to me what was going on and identify me as a victim of domestic abuse.*

In-Reach – This service, based within a GP surgery in Bourne End, has once again been significantly impacted by the Covid-19 pandemic and has not run 'normally' during the 2021/22 financial year. The DV In Reach Worker had not been able to return to the surgery at the start of the financial year and, at that stage, there was still no expected date for return. Good communication with the surgery continued to be maintained and each party kept the other updated with any relevant information. Very happily, during Quarter 2, the DV In Reach Worker was able to return to the surgery in person after 18 months away. This was a really significant step and met with great joy! Once the DV In Reach Worker had returned to the surgery, her primary focus was on beginning to re-build her case load again after being away from the surgery for so long.

Funding has been awarded for this project for the next financial year by Buckinghamshire Council.

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2022

Objectives and activities (continued)

Children and Young People - Children who are living at the refuge with their mothers or female carers receive specialist interventions to allow them to work through their experiences of domestic violence. The service focuses on the safety, health and well-being of the children by offering good quality one to one and group creative play as well as opportunities that are stimulating and fun with a developmental aim such as a dedicated after school provision for older children, organized outings and play schemes during the school holidays. By monitoring the children's reactions, development and behavior the child development workers ensure that each child's support plan is kept up to date. WWA has dedicated indoor spaces for the children which are well equipped and an outside play area with a variety of well-maintained and robust equipment. The child workers protect continuity of education by working closely with school admissions and assisting mothers with finding school and nursery places. WWA's work with children is OFSTED rated and an award of 'good' was given following an inspection on 5 October 2021.

Quote from a young person to the child workers after leaving the refuge: *Thank you so much for everything you have done for me. I couldn't have been so happy if it wasn't for you both, you changed my life so much I can't ever thank you enough. I will miss everyone, especially you guys. You will be a part of my life forever. From R*

A specialist community support for children aged 5-11 years is provided using the WAFE 'Helping Hands' model. The programme aims to increase children's understanding of feeling safe and to explore and promote behaviours which will contribute to a safe environment. During this financial year two groups were held in local schools.

Quote from a teacher following a group at their school: *I was amazed to see the difference in some of the children as the course progressed, particularly in the post lock down session. Two children in particular (again you will know who I am referring to) have grown so much in confidence and self assurance - it has been quite breath taking.*

The youth project works with boys and girls aged between 11 and 17 who have experienced domestic violence, either within the family home or within their own intimate relationships. The service provides specialist support in one to one and small group sessions as well as going into schools and other youth settings promoting awareness about domestic violence. The service also networks with other agencies and individuals to promote the young people's service and to ensure the views of young people experiencing domestic violence are heard.

IDVA (Independent Domestic Violence Advocacy) - The IDVA service is an independent domestic violence advocacy service that offers intensive support for a limited time until the risk is reduced and safety needs have been addressed. As mentioned earlier, in September 2020 AVMKSAASS started delivering the male work. The IDVAs work within a multi-agency setting to ensure all agencies do their part to enable the safety of the referred client and any children s/he may have. An IDVA attends, and has a pivotal role on, the Multi Agency Risk Assessment Conference (MARAC) which has been held via conference call since the Covid-19 pandemic.

Quote from woman after leaving the IDVA service: *'I couldn't have fled without your support and knowledge'.*

Sanctuary Scheme - WWA continues to administer the Sanctuary scheme, organising with Safe Partnership Limited to carry out the target hardening. Bucks Council provided the initial funding and any underspend is carried forward to a restricted fund for use in the following year. The number of families supported across Bucks during the year to March 2022 was seven.

Training and Awareness Raising - WWA's domestic violence awareness raising and training aims to improve the understanding of the public and other agencies around the issues faced by women and children experiencing domestic violence and the appropriate support that they may need should they make a disclosure or ask for help. This year the majority of sessions have been delivered face to face and have included Bucks New University social care students, MARAC and DASH training, GP's and local organizations.

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2022

Objectives and activities (continued)

Student Placements - We have been unable to take on any new Social Care students this year due to staff shortage and sickness from COVID19. WWA recognises the value that having students brings and have continued to have communications with the local university about placements for 2022.

Workers' Wellbeing - In order to deliver the services productively the wellbeing of workers is a high priority and more so during the unprecedented times of the Covid-19 pandemic. As stated in last year's report the mental and physical health of workers was a key priority. This remains the same as the Covid-19 pandemic continues to impact on people's everyday lives. Clinical supervision and support for frontline workers increased and communication with each other was given high priority. During this financial year we had 6 workers off with Covid-19 and 1 with long Covid, support was put in place during their absences and on their return to work. Some workers benefited from a phased return to support the post effects of the virus.

All workers received their second vaccination in April 2021.

Achievements and performance

a. Review of activities

During this financial year the WWA management committee, employees and refuge guests reviewed policies, procedures and guidelines in accordance with the policy review timetable. Exit interviews with women leaving our services have fed into our business plan. We appreciate our refuge guests and counselling, outreach and IDVA clients giving their time to provide feedback which enables us to improve our services. It has been very encouraging to hear that, despite the Covid-19 pandemic, our clients have had very positive experiences. Overall they have valued the way we work and how the services operate.

This year WWA has continued to offer its services to women and children experiencing domestic violence. The occupancy rate in the refuge for this year was 76 %, still a little lower than previous years due to the challenges of the pandemic. Despite having to manage the recovery from COVID 19 all of four refuge houses were maintained to a high standard and complied with all relevant regulations. All emergency repairs were responded to immediately and the standard of accommodation remained high in all refuge houses. This is achieved by weekly health and safety checks and conversations with women at the house meeting.

WWA maintained its target of sensitively gaining essential information from all women in the first hour of their arrival at refuge and daily contact was made with each woman living in the refuge during the working week.

WWA worked closely with Bucks Council to ensure a continued good working relationship and a clear understanding and appreciation of the WWA services offered and provided. Monitoring reports and statistical information were provided and regular monitoring meetings were attended with Bucks Council which, during this year, were all held virtually.

The WWA counselling service has adhered to BACP guidelines at all times and all women entering the service were initially assessed to ensure the most appropriate form of counselling was provided.

The refuge support workers provided at least one support session per week to each guest and the child development workers met at least weekly with each child to ensure their needs were being met and that they were feeling safe. All school age children resident at the refuge were secured a school place.

The Playroom was inspected in October and passed with a 'Good' rating and some recommendations to bring back some activities following the restrictions of the pandemic.

This year was the second of three years of funding from Children in Need towards the Youth service. The service ran in August, September and October 2021 and January, February and March 2022. There were gaps

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2022

Achievements and performance (continued)

in the service due to the pandemic and recruitment. Again Children in Need were supportive in accommodating breaks whilst we recruited a new worker. We successfully recruited our new worker in January 2022 and the service is thriving yet again. The three years of funding from the Lloyds Bank Foundation for England and Wales towards the outreach service came to an end in February 2022. Both AWA and WWA were notified in writing that they will receive a further years funding for the Integrated Domestic Abuse Contract with Bucks Council, this also included the extension of the In – Reach Worker role too.

This year we have again linked in with a variety of organisations to further support the women and children we work with. We have been overwhelmed by the generosity of our community who have made financial donations to our organisation which have enabled us to continue to deliver our services to local women and children.

b. Statistics for the year ended 31 March 2022

WWA is committed to recording a range of information for statistical purposes. WWA gains this information supportively and assures the women and children we work with that information kept for statistical purposes is anonymous and cannot be traced to individuals. If clients choose for their information not to be used then this is respected.

In the past year WWA has shared statistical information with a variety of interested parties. These have included local and national agencies and organisations, individuals and organisations carrying out research about domestic violence and other Women's Aid organisations including WAFE (Women's Aid Federation of England).

Equal opportunity monitoring of all services is as follows: 3% - Black clients; 15% - Asian clients; 6% - mixed race clients; 62% - White clients; 2% - other ethnicity; 12% - did not disclose. Eighteen percent of the clients we worked with were disabled.

Across all services the ages of women who used our services this financial year were: 13% were between eighteen and twenty five; 74% were between twenty six and fifty five; 5% were fifty six and above and 8% were unknown.

We worked directly with a total of 105 children and young people during this period. Sixty percent lived in the refuge and 40% lived in the local community.

One hundred and eighty eight women received counselling support during the year and our outreach workers supported 240 women; both these figures are very similar to the previous year. Support groups started again in January and we supported 14 women. Our IDVA service supported 154 women which is a slight decrease on the previous year due to the change in the management of medium risk referrals and 7 families were supported by the sanctuary scheme. Our outreach services facilitated 22 virtual training and awareness raising sessions. This is a considerable increase from the previous year and demonstrates we continue to recover from the pandemic.

During the year there were 1,797 calls to our helpline and 10 calls to the emergency out of hours service for the south of Bucks. We were unable to accommodate 39 women with 40 children who came through to our helpline looking for space. This is significantly higher than last year but more in line with pre pandemic figures.

During the year a total of 43 women with 63 dependent children were accommodated at our refuge. During the same period WWA was able to find safe alternative refuge accommodation for 34 local families away from their abuser. Of the 31 women WWA supported in our refuge, 5 had additional vulnerabilities.

After an initial few days in the refuge a woman has time to consider what she would like for her and her

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2022

Achievements and performance (continued)

children's future. She may choose to settle in an area away from Wycombe and her support worker will then work with her and the refuge in that location to move her there. The woman may consider moving to an area where she has friends and family and choose to stay with them rather than go into the local refuge.

During this period 11% of families moved to another refuge, 14% returned home with protection or reconciled, 14% moved to family or friends, 14% were accommodated by Bucks Council and 46% were accommodated by other local authorities, housing associations, private rent etc.

Women and their children can stay in the refuge for up to 6 months, however, on a few occasions it has been agreed that for the benefit of the family they may stay for a few more weeks. Analysis of our refuge population in the year ending 31 March 2021 shows that 19% of the families stayed in the refuge up to 1 month; 29% stayed between 1 and 3 months; 29% stayed between 3 and 6 months and 23% stayed over 6 months. These time scales conform well with our experience of meeting the support needs of women and their children who have been subjected to domestic violence, and also to our responsibility to promote independence.

Financial review

FINANCIAL RISK MANAGEMENT OBJECTIVES AND POLICIES

Effective financial management is achieved through five types of activity:

1. Business Plan

WWA has a three year Business Plan that is reviewed and updated annually. The Business Plan includes a description of the main areas of change facing the organisation and a plan for managing these. It also includes detailed financial projections for the forthcoming year and a commentary of any significant implications for the financial stability of the organisation.

2. Annual budget, reporting and monitoring income and expenditure

A draft budget is presented to the management committee for the forthcoming financial year in September. It is re-presented, incorporating any agreed changes, in the final financial quarter in readiness for the new financial year.

Income and expenditure is reported by the treasurer to the management committee on a quarterly basis and agreement reached on how to manage any significant variance.

3. System of delegated authorities regarding financial management

The operation of financial management will be undertaken within a system of delegated authorities which is outlined in the management committee roles and responsibilities policy, procedure and guidelines. This details the level of authorities within the organisation in relation to financial matters. This provides a system of financial checks and is reviewed on an annual basis in order to ensure that it remains robust.

4. The process of examining annual accounts

The finances of the organisation are inspected on an annual basis. The management letter from the Accountant and any advice contained therein is discussed and agreed by the Committee, along with the examined accounts prior to presentation to the Annual General Meeting.

5. Risk assessment of financial matters

WWA has a risk register which contains financial information, giving an analysis of business risk and grading potential risks as low, medium or high. Action to be taken is recorded within a time-frame and the person responsible for the action is identified. Where sudden or unforeseeable areas emerge, which present a risk to the organisation, these will be reported to the management committee as soon as an employee or management committee member becomes aware of them, as will unplanned, unforeseen service development opportunities. The Leadership Team meet regularly to review the risk register and recommendations are made at the following management committee meeting. The risk register is managed, monitored and reviewed at every formal management committee meeting.

WYCOMBE WOMEN'S AID LIMITED
(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2022

RESERVES POLICY

The Trustees believe that WWA should hold financial reserves in order to ensure that we can continue to provide a service in the event of an emergency and to meet our moral, legal and contractual obligations.

Reserves have been built up over the last twenty years to their current level. The Trustees will consider achievement of the appropriate levels of reserves on an annual basis and in line with WWA's Business Plan.

Designated reserves

Unrestricted funds have been designated for the following purposes:

Equipment - A reserve to ensure that there is sufficient money to replace equipment and furniture when it becomes obsolete or beyond economic repair. Balance at 31 March 2022: £8,000.

Contractual Commitment - A reserve to ensure our duties and obligations to employees such as redundancy, provision of locum maternity or sick cover and the costs of any disciplinary and or grievance procedures which may arise. Balance at 31 March 2022: £108,118.

Premises - A reserve to cover our contractual obligations to landlords and/or relocation to new premises. Balance at 31 March 2022: £30,000.

Development - A reserve to undertake new projects and explore options, including how to sustain service levels in face of cut backs, and to conduct feasibility studies on the advisability of such proposals. Balance at 31 March 2022: £15,000.

The financial results for the year are set out in the financial statements later in the report. The deficit for the year was £48,331 (2021: surplus £108,934) which when added to the reserves brought forward of £351,568 gives £303,237 to carry forward. As disclosed £161,118 (2021: £161,118) is allocated to designated funds whilst £241,004 (2021: £284,333) is carried forward in unrestricted general funds and £62,233 (2021: £67,235) in restricted funds.

PRINCIPAL FUNDING

Our principal funding source is Bucks Council via AWA (£238,755). WWA has a sub-contract with AWA for the new financial year. In addition unrestricted donations are received from organisations and individuals on an ad hoc basis.

Structure, governance and management

a. Constitution

Wycombe Women's Aid is a registered Charity and Company Limited by Guarantee and does not have a Share Capital. The date of Incorporation was 19 April 1988. The organisation is governed by its Memorandum and Articles of Association of Wycombe Women's Aid Limited which were last updated at the Annual General Meeting on 21 July 2004.

WYCOMBE WOMEN'S AID LIMITED
(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2022

Structure, governance and management (continued)

b. Methods of appointment or election of Trustees

WWA is committed to outlining the role of the committee in order that the activities of the organisation are clear and transparent. It is important that committee members have a clear expectation of their roles and the scope of their responsibilities. Likewise it is important that employees are aware of their own role and how it relates to the committee function.

The committee works towards ensuring that new trustees are recruited and elected on a systematic and continuous basis. This is in order that there is always a core of experienced members. The committee determines the approach taken to identify new members prior to the AGM each year.

Trustees are sought who have relevant experience and an understanding of domestic violence and the impact it has on women and children as well as one or more of the following areas:

The provision of supported housing; experience of working within or with statutory and/or charitable bodies; experience of working in or with services which aim to ensure the health and well-being of children; working with statutory bodies - particularly health, housing, education and social care; finance and financial planning; personnel and human resource management; general experience of running a business; legal experience; experience of participating in community services and meeting community needs; experience of being a client of Women's Aid services; monitoring and evaluation of services; equal opportunities and diversity.

Trustees avoid recommending people who are close colleagues, friends or relatives as this may affect the balance and objectivity of the committee as a whole.

c. Policies adopted for the induction and training of Trustees

Prospective trustees will attend at least two committee meetings prior to standing for election at the AGM. They will receive an induction that will involve a visit to the office, meetings with the Chair, Chief Executive Officer and Services Manager and an introduction to other employees. They will receive a copy of the Standing Orders and Delegated Authorities as well as information relating to a description of the service such as leaflets and the previous annual report.

d. Pay policy for senior staff

The remuneration for key management personnel is based on the salary scales set by the National Joint Council.

WYCOMBE WOMEN'S AID LIMITED
(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2022

Structure, governance and management (continued)

e. Organisational structure and decision making

Board of Trustees – CEO – Community, Refuge, C&YP Services, Administration.

Currently WWA's Management Committee is made up of 6 trustees and 4 co-opted members. There are 16 paid employees. The leadership team is made up of the Chief Executive Officer, IDVA/Outreach Manager, Refuge Manager, Therapeutic Manager and Operations Manager. The leadership team meets on a monthly basis to monitor, review and develop the services.

Decisions are made through discussion and consensus at quorate management committee meetings. Where there is no agreement through consensus, votes are cast and in the case of the numbers being even the Chair will have the casting vote. Decisions are recorded in minutes and circulated.

The Chair of the committee and the Chief Executive Officer of the organisation shall have power to discharge, as a matter of urgency, any function of the committee providing that in their reasonable opinion a delay in exercising the function would be seriously detrimental to the organisation and no such action would contradict a previous decision. Any action taken by the Chair and the Chief Executive Officer is reported to the next meeting of the committee, recorded in minutes and circulated.

f. Related party relationships

WWA is a full member of WAFE, the national domestic violence charity which works to end violence against women and children. WWA ensures that a positive relationship with WAFE is maintained by completing their questionnaires promptly to ensure that women who use WWA are visible within the statistics country-wide. WWA updates Routes to Support before 10.00 a.m. Monday to Friday in order to comply with the directive. WWA and AWA have a memorandum of understanding and a joint steering group which is made up of three trustees from each organisation. AWA has a contract with Bucks Council and WWA has a sub-contract with AWA to meet the contract which contributes towards some of the services provided in each agency. WWA and AWA have a joint development plan for the contract which is reviewed at Joint Steering Group meetings and at quarterly monitoring meetings with BC commissioners. WWA and AWA also have a joint business plan for the contract. WWA has a very close relationship with AWA, sharing good practice and discussing issues relating to domestic violence in Bucks as well as keeping up to date about the wider domestic violence agendas, particularly central government, via the WAFE website. WWA is a member of, and meets regularly with, the Thames Valley domestic violence services group.

WWA is also a member of various local Bucks groups and fora relating to domestic violence. This ensures that the needs of local women and children who use WWA services are conveyed and that WWA is well informed and part of the development of Bucks domestic violence initiatives and strategies. WWA liaises with local agencies and advocates on behalf of women and children using WWA services, promoting WWA services and supporting those working with women and children experiencing domestic violence. WWA often works closely and collaboratively with other agencies when clients have particular needs.

WWA has a close relationship with its funders and completes reports and provides monitoring and statistical information regularly and within timeframes specified. WWA fully engages with regular monitoring meetings with Bucks Council.

WYCOMBE WOMEN'S AID LIMITED
(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2022

Structure, governance and management (continued)

g. Risk management

WWA is committed to ensuring effective management through a system of monitoring, checks and controls. The major risks to which the charity is exposed, as identified by the trustees, have been reviewed and systems or procedures have been established to manage those risks. The WWA risk register is available and reviewed at all formal management committee meetings. WWA aims to ensure that financial matters are considered at a strategic level and that there is forward planning. This includes a managed approach to financial issues which may present a risk to the organisation. WWA has in place a system of business planning which includes an account of current and future operational activity and financial implications.

Plans for future periods

FUTURE DEVELOPMENTS

WWA will continue to adhere to the strategic aims contained within the business plan: offer our services and ensure that levels of income necessary to meet budgets and support reserves are maintained; work in close collaboration with AWA in order to meet the requirements of the Bucks Council contract and continue to work from the WWA Action Plan which will be added to and monitored throughout the year as well as being reviewed quarterly by the management committee at management committee meetings. We will continue to actively monitor sustainability as well as strengthening and developing the management committee. We will also continue to develop relationships across Bucks with our sister organisation, AWA. There have been many challenges, consequences and opportunities during the Covid-19 pandemic, we continue to recover and reform from them whilst going from strength to strength.

Most importantly, WWA will continue to listen to what the women and children who use Wycombe Women's Aid's services need.

WYCOMBE WOMEN'S AID LIMITED
(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2022

Statement of Trustees' responsibilities

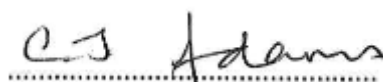
The Trustees (who are also the directors of the Charity for the purposes of company law) are responsible for preparing the Trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial . Under company law, the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the Charity and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the Trustees are required to:

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

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Charity's transactions and disclose with reasonable accuracy at any time the financial position of the Charity and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by order of the members of the board of Trustees and signed on their behalf by:



Christine Adames

Trustee

Date: 3 October 2022

WYCOMBE WOMEN'S AID LIMITED
(A company limited by guarantee)

**INDEPENDENT EXAMINER'S REPORT
FOR THE YEAR ENDED 31 MARCH 2022**

Independent examiner's report to the Trustees of Wycombe Women's Aid Limited ('the Charity')

I report to the charity Trustees on my examination of the accounts of the Charity for the year ended 31 March 2022.

Responsibilities and basis of report

As the Trustees of the Charity (and 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 Charity 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 the Charity's accounts 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 Charity'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 The Institute of Chartered Accountants in England and Wales, 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:

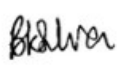
1. accounting records were not kept in respect of the Charity as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts 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.

WYCOMBE WOMEN'S AID LIMITED
(A company limited by guarantee)

INDEPENDENT EXAMINER'S REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2022

This report is made solely to the Charity's Trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. My work has been undertaken so that I might state to the Charity's Trustees those matters I am required to state to them in an Independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the Charity and the Charity's Trustees as a body, for my work or for this report.

Signed: 

Dated: 7 October 2022

B K Silva

BA ACA DChA

MHA MacIntyre Hudson, Chartered Accountants, Building 4, Foundation Park, Roxborough Way, Maidenhead, SL6 3UD

WYCOMBE WOMEN'S AID LIMITED
(A company limited by guarantee)

**STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 MARCH 2022**

	Note	Unrestricted funds 2022 £	Restricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
Income from:					
Donations and legacies	3	125,798	-	125,798	228,377
Charitable activities	4	421,100	52,688	473,788	516,759
Investments	5	86	-	86	269
Total income		546,984	52,688	599,672	745,405
Expenditure on:					
Charitable activities	6	600,313	47,690	648,003	636,471
Total expenditure		600,313	47,690	648,003	636,471
Net (expenditure)/income		(53,329)	4,998	(48,331)	108,934
Transfers between funds	13	10,000	(10,000)	-	-
Net movement in funds		(43,329)	(5,002)	(48,331)	108,934
Reconciliation of funds:					
Total funds brought forward		284,333	67,235	351,568	242,634
Net movement in funds		(43,329)	(5,002)	(48,331)	108,934
Total funds carried forward		241,004	62,233	303,237	351,568

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

The notes on pages 20 to 35 form part of these financial statements.

WYCOMBE WOMEN'S AID LIMITED
(A company limited by guarantee)
REGISTERED NUMBER: 02245478

BALANCE SHEET
AS AT 31 MARCH 2022

	Note	2022 £	2021 £
Current assets			
Debtors	11	24,624	26,031
Cash at bank and in hand		315,552	342,300
		<u>340,176</u>	<u>368,331</u>
Creditors: amounts falling due within one year	12	(36,939)	(16,763)
Net current assets		<u>303,237</u>	<u>351,568</u>
Total assets less current liabilities		<u>303,237</u>	<u>351,568</u>
Total net assets		<u>303,237</u>	<u>351,568</u>
Charity funds			
Restricted funds	13	62,233	67,235
Unrestricted funds	13	241,004	284,333
Total funds		<u>303,237</u>	<u>351,568</u>

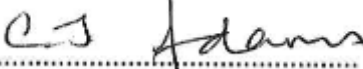
The Charity was entitled to exemption from audit under section 477 of the Companies Act 2006.

The members have not required the company to obtain an audit for the year in question in accordance with section 476 of Companies Act 2006.

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

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

The financial statements were approved and authorised for issue by the Trustees on 03 October 2022 and signed on their behalf by:


Christine Adames
Trustee

The notes on pages 20 to 35 form part of these financial statements.

WYCOMBE WOMEN'S AID LIMITED
(A company limited by guarantee)

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 MARCH 2022

	2022 £	2021 £
Cash flows from operating activities		
Net cash used in operating activities (note 15)	(26,748)	98,596
Net cash provided by investing activities		
	-	-
Change in cash and cash equivalents in the year	(26,748)	98,596
Cash and cash equivalents at the beginning of the year	342,300	243,704
Cash and cash equivalents at the end of the year (note 16)	315,552	342,300

The notes on pages 20 to 35 form part of these financial statements

WYCOMBE WOMEN'S AID LIMITED
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022

1. General information

The Charity is a company limited by guarantee. The members of the company are the Trustees named on page 1. In the event of the Charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the Charity.

2. Accounting policies

2.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), and the Companies Act 2006.

Wycombe Women's Aid Limited meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

2.2 Going concern

The Trustees assess whether the use of going concern is appropriate i.e. whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the Charity to continue as a going concern. The Trustees make this assessment in respect of a period of one year from the date of approval of the financial statements. As detailed in the Trustees report, the Trustees have made this assessment in light of the Covid-19 pandemic and do not consider there to be any material implications on the going concern status of the charity.

2.3 Income

All income is recognised once the Charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

The recognition of income from legacies is dependent on establishing entitlement, the probability of receipt and the ability to estimate with sufficient accuracy the amount receivable. Evidence of entitlement to a legacy exists when the Charity has sufficient evidence that a gift has been left to them (through knowledge of the existence of a valid will and the death of the benefactor) and the executor is satisfied that the property in question will not be required to satisfy claims in the estate. Receipt of a legacy must be recognised when it is probable that it will be received and the fair value of the amount receivable, which will generally be the expected cash amount to be distributed to the Charity, can be reliably measured.

Grants are included in the Statement of financial activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the Balance sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

Income tax recoverable in relation to investment income is recognised at the time the investment income is receivable.

WYCOMBE WOMEN'S AID LIMITED
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022**

2. Accounting policies (continued)

2.4 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Charity's objectives, as well as any associated support costs.

All expenditure is inclusive of irrecoverable VAT.

2.5 Government grants

Grants are credited to the Statement of financial activities as the related expenditure is incurred and in line with the funding terms and conditions.

2.6 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Charity; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

2.7 Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

2.8 Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

WYCOMBE WOMEN'S AID LIMITED
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022

2. Accounting policies (continued)

2.9 Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Statement of financial activities as a finance cost.

2.10 Financial instruments

The Charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

2.11 Operating leases

Rentals paid under operating leases are charged to the Statement of financial activities on a straight line basis over the lease term.

2.12 Pensions

The Charity operates a defined contribution pension scheme and the pension charge represents the amounts payable by the Charity to the fund in respect of the year.

2.13 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Charity and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Charity for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

WYCOMBE WOMEN'S AID LIMITED
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022**

3. Income from donations and legacies

	Unrestricted funds 2022 £	Restricted funds 2022 £	Total funds 2022 £
Donations	40,898	-	40,898
Buckinghamshire Council	84,900	-	84,900
	<u>125,798</u>	<u>-</u>	<u>125,798</u>
	<u><u>125,798</u></u>	<u><u>-</u></u>	<u><u>125,798</u></u>
	Unrestricted funds 2021 £	Restricted funds 2021 £	Total funds 2021 £
Donations	64,476	-	64,476
Grants	-	79,901	79,901
Wycombe District Council	66,000	-	66,000
Chiltern District Council	11,000	-	11,000
South Buckinghamshire District Council	7,000	-	7,000
	<u>148,476</u>	<u>79,901</u>	<u>228,377</u>
	<u><u>148,476</u></u>	<u><u>79,901</u></u>	<u><u>228,377</u></u>

4. Income from charitable activities

	Unrestricted funds 2022 £	Restricted funds 2022 £	Total funds 2022 £
Provision of refuge facilities	148,528	-	148,528
Community services: Buckinghamshire Council Integrated Domestic Violence Services	238,755	-	238,755
Other charitable income	33,817	52,688	86,505
	<u>421,100</u>	<u>52,688</u>	<u>473,788</u>
	<u><u>421,100</u></u>	<u><u>52,688</u></u>	<u><u>473,788</u></u>

WYCOMBE WOMEN'S AID LIMITED
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022**

4. Income from charitable activities (continued)

	Unrestricted funds 2021 £	Restricted funds 2021 £	Total funds 2021 £
Provision of refuge facilities	109,203	9,760	118,963
Community services: Buckinghamshire Council Integrated Domestic Violence Services	238,755	-	238,755
Other charitable income	71,177	87,864	159,041
	<u>419,135</u>	<u>97,624</u>	<u>516,759</u>

5. Investment income

	Unrestricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
Interest receivable	86	86	269
	<u>86</u>	<u>86</u>	<u>269</u>

6. Analysis of expenditure on charitable activities

Summary by fund type

	Unrestricted funds 2022 £	Restricted funds 2022 £	Total funds 2022 £
Provision of refuge facilities	202,589	3,684	206,273
Community services	291,902	36,182	328,084
Children and young people services	105,822	7,824	113,646
	<u>600,313</u>	<u>47,690</u>	<u>648,003</u>

WYCOMBE WOMEN'S AID LIMITED
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022**

6. Analysis of expenditure on charitable activities (continued)

Summary by fund type (continued)

	Unrestricted funds 2021 £	Restricted funds 2021 £	Total funds 2021 £
Provision of refuge facilities	212,769	13,453	226,222
Community services	274,830	27,571	302,401
Children and young people services	97,718	10,130	107,848
	<u>585,317</u>	<u>51,154</u>	<u>636,471</u>

7. Analysis of expenditure by activities

	Activities undertaken directly 2022 £	Support costs 2022 £	Total funds 2022 £
Provision of refuge facilities	184,521	21,752	206,273
Community services	313,127	14,957	328,084
Children and young people services	107,018	6,628	113,646
	<u>604,666</u>	<u>43,337</u>	<u>648,003</u>

	Activities undertaken directly 2021 £	Support costs 2021 £	Total funds 2021 £
Provision of refuge facilities	205,726	20,496	226,222
Community services	288,569	13,832	302,401
Children and young people services	102,156	5,692	107,848
	<u>596,451</u>	<u>40,020</u>	<u>636,471</u>

WYCOMBE WOMEN'S AID LIMITED
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022**

7. Analysis of expenditure by activities (continued)

Analysis of direct costs

	Provision of refuge facilities 2022 £	Community services 2022 £	Children and young people services 2022 £	Total funds 2022 £
Wages and salaries	97,853	272,614	102,397	472,864
Staff costs	6,288	764	519	7,571
Direct costs	287	-	1,073	1,360
Subscriptions	4,416	1,067	119	5,602
Premises	68,630	38,682	2,910	110,222
Bad and doubtful debts	863	-	-	863
Sanctuary scheme	3,684	-	-	3,684
Male IDVA	2,500	-	-	2,500
	184,521	313,127	107,018	604,666

	Provision of refuge facilities 2021 £	Community services 2021 £	Children and young people services 2021 £	Total funds 2021 £
Wages and salaries	131,523	248,866	98,860	479,249
Staff costs	3,670	3,482	1,104	8,256
Direct costs	2,194	-	17	2,211
Subscriptions	1,101	911	101	2,113
Premises	66,679	32,155	2,074	100,908
Bad and doubtful debts	559	-	-	559
Sanctuary scheme	-	530	-	530
Male IDVA	-	2,625	-	2,625
	205,726	288,569	102,156	596,451

WYCOMBE WOMEN'S AID LIMITED
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022**

7. Analysis of expenditure by activities (continued)

Analysis of support costs

	Provision of refuge facilities 2022 £	Community services 2022 £	Children and young people services 2022 £	Total funds 2022 £
Telephone	2,790	2,029	254	5,073
Rent and rates	6,439	4,683	585	11,707
Printing, stationery and postage	1,494	1,088	136	2,718
Bookkeeping fees	3,904	1,952	1,952	7,808
Bank charges	107	54	55	216
Sundry expenses	(703)	538	538	373
IT costs	3,763	2,634	1,129	7,526
Independent examination and accountancy fees	3,058	1,529	1,529	6,116
Professional fees	1,800	-	-	1,800
	<u>21,752</u>	<u>14,957</u>	<u>6,628</u>	<u>43,337</u>

	Provision of refuge facilities 2021 £	Community services 2021 £	Children and young people services 2021 £	Total funds 2021 £
Telephone	3,852	2,801	350	7,003
Rent and rates	6,364	4,628	579	11,571
Printing, stationery and postage	1,544	1,052	131	2,727
Bookkeeping fees	3,932	1,967	1,967	7,866
Bank charges	80	41	41	162
Sundry expenses	(118)	882	882	1,646
IT costs	1,508	1,258	539	3,305
Independent examination and accountancy fees	3,314	1,193	1,193	5,700
Trustee expenses	20	10	10	40
	<u>20,496</u>	<u>13,832</u>	<u>5,692</u>	<u>40,020</u>

WYCOMBE WOMEN'S AID LIMITED
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022**

8. Independent examiner's remuneration

The independent examiner's remuneration amounts to an independent examiner fee of £5,700 (2021 - £4,320).

9. Staff costs

	2022	2021
	£	£
Wages and salaries	417,132	422,774
Social security costs	36,251	36,131
Contribution to defined contribution pension schemes	19,481	20,344
	472,864	479,249

The average number of persons employed by the Charity during the year was as follows:

	2022	2021
	No.	No.
Number of staff	14	15

No employee received remuneration amounting to more than £60,000 in either year.

The key management personnel of the charity comprise the senior staff listed on page 1. The total amount of employee benefits (including employer pension and national insurance contributions) received by key management personnel for their services to the charity was £93,789 (2021: £100,118).

10. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits (2021 - £NIL).

During the year ended 31 March 2022, expenses totalling £159 were reimbursed or paid directly to 1 Trustee (2020: £40).

WYCOMBE WOMEN'S AID LIMITED
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022**

11. Debtors

	2022 £	2021 £
Due within one year		
Trade debtors	389	11,905
Other debtors	4,930	-
Prepayments and accrued income	19,305	14,126
	<u>24,624</u>	<u>26,031</u>

12. Creditors: Amounts falling due within one year

	2022 £	2021 £
Trade creditors	1,596	2,518
Other taxation and social security	8,932	9,707
Other creditors	2,450	-
Accruals and deferred income	23,961	4,538
	<u>36,939</u>	<u>16,763</u>

	2022 £	2021 £
Deferred income at 1 April 2021	-	15,640
Resources deferred during the year	4,164	-
Amounts released from previous periods	-	(15,640)
	<u>4,164</u>	<u>-</u>

At the Balance Sheet date the charity was holding funds received in advance of £4,164 (2021: No funds received in advance were held).

WYCOMBE WOMEN'S AID LIMITED
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022**

13. Statement of funds

Statement of funds - current year

	Balance at 1 April 2021 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 March 2022 £
Unrestricted funds					
Designated funds					
Equipment replacement	8,000	-	-	-	8,000
Contractual commitments	108,118	-	-	-	108,118
Premises	30,000	-	-	-	30,000
Development	15,000	-	-	-	15,000
	<u>161,118</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>161,118</u>
General funds					
General fund	<u>123,215</u>	<u>546,984</u>	<u>(600,313)</u>	<u>10,000</u>	<u>79,886</u>
Total Unrestricted funds	<u>284,333</u>	<u>546,984</u>	<u>(600,313)</u>	<u>10,000</u>	<u>241,004</u>
Restricted funds					
Sanctuary scheme	11,470	-	(3,868)	-	7,602
Lloyds Bank Foundation	21,321	-	(21,321)	-	-
Mulberry Trust	1,250	-	(1,250)	-	-
Children in Need	13,434	7,180	(7,824)	-	12,790
Red Kite	9,760	-	(9,760)	-	-
Vox Smart	10,000	-	-	(10,000)	-
Heart of Bucks	-	24,508	-	-	24,508
Paradigm Housing	-	11,000	(3,667)	-	7,333
Charles Hayward	-	10,000	-	-	10,000
	<u>67,235</u>	<u>52,688</u>	<u>(47,690)</u>	<u>(10,000)</u>	<u>62,233</u>
Total of funds	<u><u>351,568</u></u>	<u><u>599,672</u></u>	<u><u>(648,003)</u></u>	<u><u>-</u></u>	<u><u>303,237</u></u>

WYCOMBE WOMEN'S AID LIMITED
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022**

13. Statement of funds (continued)

Statement of funds - prior year

	Balance at 1 April 2020 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 March 2021 £
Unrestricted funds					
Designated funds					
Equipment replacement	8,000	-	-	-	8,000
Contractual commitments	108,118	-	-	-	108,118
Premises	30,000	-	-	-	30,000
Development	15,000	-	-	-	15,000
	<u>161,118</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>161,118</u>
General funds					
General fund	<u>60,836</u>	<u>567,880</u>	<u>(585,317)</u>	<u>79,816</u>	<u>123,215</u>
Total Unrestricted funds	<u>221,954</u>	<u>567,880</u>	<u>(585,317)</u>	<u>79,816</u>	<u>284,333</u>
Restricted funds					
Sanctuary scheme	12,000	-	(530)	-	11,470
The Henry Smith Charity	2,429	-	(2,429)	-	-
Lloyds Bank Foundation	-	48,362	(27,041)	-	21,321
Mulberry Trust	1,250	-	-	-	1,250
Morrisons	2,976	-	(2,976)	-	-
Children in Need	2,025	21,539	(10,130)	-	13,434
Red Kite	-	9,760	-	-	9,760
Vox Smart	-	10,000	-	-	10,000
MHCLG	-	41,453	-	(41,453)	-
MoJ (via PCC)	-	36,411	(8,048)	(28,363)	-
Heart of Bucks	-	10,000	-	(10,000)	-
	<u>20,680</u>	<u>177,525</u>	<u>(51,154)</u>	<u>(79,816)</u>	<u>67,235</u>

WYCOMBE WOMEN'S AID LIMITED
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022**

13. Statement of funds (continued)

Total of funds	242,634	745,405	(636,471)	-	351,568
	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>

Unrestricted funds have been designated for the following purposes:

Equipment replacement – to ensure that there is sufficient money to replace equipment and furniture when it becomes obsolete or beyond economic repair.

Contractual commitments – to ensure our duties and obligations to employees such as redundancy; provision of locum maternity or sick cover and the costs of any disciplinary and or grievance procedures which may arise.

Premises – to cover our contractual obligations to landlords and/or relocation to new premises.

Development - to undertake new projects and explore options, including how to sustain service levels in face of cut backs, and to conduct feasibility studies on advisability of such proposals.

Restricted funds relate to amounts given by donors for specific purposes as follows:
Sanctuary Scheme enables households at risk of violence to remain safely in their own homes.

The Henry Smith Charity - to provide salary costs for one full time Counsellor post

Lloyds Bank Foundation - to provide salary costs for one full time Community Outreach Worker Post

BBC Children in Need - to fund the salary of a Youth Worker providing individual and group sessions to young people who been adversely affected by domestic violence.

Vox Smart - to build a garden structure. The transfer of £10,000 from restricted to general funds is on agreement from Vox Smart for funds to be used for general purposes

MHCLG, MoJ (via PCC) and Heart of Bucks - to provide funds towards voids incurred as result of COVID-19 pandemic. The transfer of £79,816 in 2021 from restricted to general funds represents the use of these funds to cover the reduction in income due to voids.

Paradigm Housing Group - community based support to victims of Domestic Abuse.

WYCOMBE WOMEN'S AID LIMITED
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022**

14. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Unrestricted funds 2022 £	Restricted funds 2022 £	Total funds 2022 £
Current assets	277,943	62,233	340,176
Creditors due within one year	(36,939)	-	(36,939)
Total	<u>241,004</u>	<u>62,233</u>	<u>303,237</u>

Analysis of net assets between funds - prior year

	Unrestricted funds 2021 £	Restricted funds 2021 £	Total funds 2021 £
Current assets	301,096	67,235	368,331
Creditors due within one year	(16,763)	-	(16,763)
Total	<u>284,333</u>	<u>67,235</u>	<u>351,568</u>

15. Reconciliation of net movement in funds to net cash flow from operating activities

	2022 £	2021 £
Net income/expenditure for the year (as per Statement of Financial Activities)	<u>(48,331)</u>	<u>108,934</u>
Adjustments for:		
Decrease in debtors	1,415	4,899
Increase/(decrease) in creditors	20,168	(15,237)
Net cash provided by/(used in) operating activities	<u>(26,748)</u>	<u>98,596</u>

WYCOMBE WOMEN'S AID LIMITED
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022**

16. Analysis of cash and cash equivalents

	2022 £	2021 £
Cash in hand	315,552	342,300
Total cash and cash equivalents	315,552	342,300

17. Analysis of changes in net debt

	At 1 April 2021 £	Cash flows £	At 31 March 2022 £
Cash at bank and in hand	342,300	(26,748)	315,552
	342,300	(26,748)	315,552

18. Pension commitments

The Charity operates a defined contributions pension scheme through the NEST scheme. The assets of the scheme are held separately from those of the Charity in an independently administered fund. The pension cost charge represents contributions payable by the Charity to the fund and amounted to £19,481 (2021 - £22,344) contributions totalling £2,450 (2021 - £NIL) were payable to the fund at the balance sheet date and are included in creditors.

19. Operating lease commitments

At 31 March 2022 the Charity had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2022 £	2021 £
Not later than 1 year	54,820	54,820
Later than 1 year and not later than 5 years	152,822	167,322
Later than 5 years	299,041	339,361
	506,683	561,503

WYCOMBE WOMEN'S AID LIMITED
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022

20. Related party transactions

The Charity has not entered into any related party transaction during the year, nor are there any outstanding balances owing between related parties and the Charity at 31 March 2022.

WYCOMBE WOMEN'S AID LIMITED

England & Wales - Charity number 299946

Accounts

Registered number: 02245478
Charity number: 299946

WYCOMBE WOMEN'S AID LIMITED
(A company limited by guarantee)

UNAUDITED

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2021

WYCOMBE WOMEN'S AID LIMITED
(A company limited by guarantee)

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WYCOMBE WOMEN'S AID LIMITED
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**REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS
FOR THE YEAR ENDED 31 MARCH 2021**

Trustees	Ali Smith Anne Bateman Christine Adames Claire Long Elaine Tranter (Resigned 7 October 2020) Meena Bhatia Michelle Vickers Sinead McNeill
Company registered number	02245478
Charity registered number	299946
Registered office	Abbey Place 24 - 28 Easton Street High Wycombe Buckinghamshire HP11 1NT
Company secretary	Claire Long
Senior Staff	Lisbeth Harvey Sara Britnell
Independent examiner	MHA MacIntyre Hudson Chartered Accountants Abbey Place 24-28 Easton Street High Wycombe Buckinghamshire HP11 1NT
Bankers	Lloyds TSB 27-31 White Hart Street High Wycombe Buckinghamshire HP11 2BD Scottish Widows PO Box 12757 67 Morrison Street Edinburgh EH3 8YJ

WYCOMBE WOMEN'S AID LIMITED
(A company limited by guarantee)

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 MARCH 2021

The Trustees present their annual report together with the financial statements of the charity Wycombe Women's Aid (WWA) for the year 1 April 2020 to 31 March 2021. The Trustees confirm that the Annual Report and financial statements of the company comply with the current statutory requirements, the requirements of the company's governing document and the provisions of the Statement of Recommended Practice (SORP), applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

Since the Charity qualifies as small under section 382 of the Companies Act 2006, the Strategic report required of medium and large companies under the Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013 has been omitted.

This year has been very different from previous years because of the Covid-19 pandemic. Before the beginning of the financial year all workers were based from their homes using a variety of creative methods to support the women and children we work with which initially was an ever changing and scary landscape for all. Throughout the report mention is made of the various ways in which we tackled the challenges to enable us to support the women and children we work with. WWA is very adept at dealing with crisis situations. There was no break in service delivery during the transition from office to home based working. Workers adapted very quickly to working virtually and finding creative ways in which to support the women and children we work with.

At the WWA Annual General Meeting Elaine Tranter stepped down from being a Trustee after 6 years and she was thanked for her valued contribution to WWA.

Objectives and activities

a. Policies and objectives

Wycombe Women's Aid's (WWA) objectives and activities are for the purposes of the relief of distress and suffering experienced by women and their children who have suffered physical, psychological, sexual or financial violence within an intimate or family type relationship. The Charity Commission's guidance on public benefit is kept in mind at all Management Committee meetings.

b. Strategies for achieving objectives

WWA exists to provide independent, specialist services for women and children experiencing the effects of domestic violence. We provide safe, temporary and emergency accommodation as well as practical and emotional support within the refuge and through outreach in the local community. Our services are underpinned by an intersectional feminist, trauma informed ethos. WWA collectively and regularly monitors and reviews its strategies.

WYCOMBE WOMEN'S AID LIMITED
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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2021

Objectives and activities (continued)

b. Strategies for achieving objectives (continued)

The support services WWA provides are for people living in the Wycombe, South Bucks and Chiltern areas of Buckinghamshire. In the interests of safety and confidentiality our refuge accommodation is for women and children who do not live in the immediate locality. Using the national UK Routes to Support service we find refuge space for local women in refuges away from the locality of the abuse. This informal reciprocal arrangement ensures risk reduction and safety. All our services support a survivor to become a thriver. The services WWA provides are:

Helpline
Refuge
Resettlement
Counselling
Clinical Supervision
Outreach
In-Reach in Bourne End
Children and Young People
IDVA (Independent Domestic Violence Advocacy) – this service covers Wycombe and South Bucks areas;
Aylesbury Women's Aid (AWA) covers Aylesbury Vale and surrounding areas
Administration of the Sanctuary scheme
Training and Awareness Raising
Student Placement

WWA's core values reflect our history and were compiled by the women we work with, employees and trustees. Our five core values are as follows:

WOMEN'S POWER - We believe in self-determination and women's power to take back control of their lives.

LISTENING AND BELIEVING - We listen to women and children and believe they are the experts in their own lives.

EQUALITY - We value equality of opportunity within our diverse community. We believe domestic violence is a contravention of our human rights.

CHOICE - Women and children are at the heart of everything we do and we respect their choices.

RESPONSIVENESS - We are responsive to the views of women and children to develop our provision of confidential and informed services.

Domestic violence is a gendered crime which is deeply rooted in the societal inequality between women and men. The UN (United Nations) describes VAWG (violence against women and girls) as 'any act of gender-based violence that is directed against a woman because she is a woman or that affects women disproportionately' (UN 2006:12). WWA is disappointed that the Government has chosen to exclude domestic violence from their VAWG strategy.

WWA defines domestic violence as an incident or pattern of incidents of controlling, coercive, threatening and degrading behaviour, including physical and sexual violence, which is perpetrated by a partner or ex-partner. The vast majority of domestic violence is experienced by women and is perpetrated by men. Domestic violence includes, but is not limited to, coercive control, psychological, emotional, physical, sexual and economic abuse, harassment and stalking and online or digital abuse.

WYCOMBE WOMEN'S AID LIMITED
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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2021

Objectives and activities (continued)

b. Strategies for achieving objectives (continued)

Domestic Violence National Statistics:

There is no reliable prevalence data on domestic abuse but the Crime Survey of England and Wales (CSEW) offers the best data available. According to this data, for the year ending 31 March 2019, an estimated 1.6 million women aged 16 to 74 years experienced domestic abuse (ONS, 2019). We work with many women who have not reported the domestic violence they experience to the police, or any other agency, and are therefore not included in the figure of 1.6 million.

c. Activities undertaken to achieve objectives

WWA has two support teams: family services and community services. Family services provide refuge and support for women, children and young people living in the refuge. Community services provide support for women, children and young people living in the community, with the exception of the IDVA service which also provides services for men. This is achieved by WWA buying in the service externally. From September 2020 the male service has been delivered by Aylesbury Vale & Milton Keynes Sexual Abuse Support Service (AVMKSASS). Prior to this Clive Lewis provided the service for men referred to IDVA and we thank him for the many years he provided this service. WWA has three principal activities: refuge services, children and young people's services and community services. A significant, positive and often 'life saving' difference is made for many people as a result of the support given by WWA. Women, children and young people's confidence and self-worth are heightened and they become emotionally stronger and more able to form strong and healthy boundaries in future relationships as well as becoming active and positive members of the community.

At the beginning of the Covid-19 pandemic our community outreach building and Playroom closed. All face to face work in both the community and in the refuge stopped. Only one worker was based at our refuge office and this worker liaised with her colleagues to ensure that families living in the refuge had the supplies and the support that they needed. Gradually as government directives became clearer we were able to adapt and develop our Covid-19 guidelines which continue to be live documents and are reviewed regularly. We were able to source sufficient PPE and adapt to these unprecedented times.

For the whole of this financial year we have been providing services during the Covid-19 pandemic. As mentioned in last year's report we very quickly adapted to this change and, without a break in service, continued to work with clients in different and creative ways. At the end of the financial year lockdowns and disruptions continue to dominate. We are mindful of the government's 'road map' out of the pandemic and have plans in place for returning to 'normality' which we are hoping will not be hampered by yet another lockdown.

As with all our services the Covid-19 pandemic has meant that our usual way of working has been disrupted. Support has been provided either virtually or on the phone. Outreach workers have also met women outside to 'walk and talk' which some women have preferred. For some women a session early in the morning while their children are asleep or later in the evening when children are in bed has suited them and our workers have been flexible in meeting this need. We erected a small marquee in the refuge office garden which meant that women living in the refuge could meet face to face with their key worker, complying with Covid-19 rules at all times. The Covid-19 pandemic completely prevented any face to face group work taking place.

WYCOMBE WOMEN'S AID LIMITED
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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2021

Objectives and activities (continued)

c. Activities undertaken to achieve objectives (continued)

Helpline – WWA provides a domestic violence helpline during office hours. The worker answering the call will provide support if the caller is in crisis, she may provide information if requested, signpost to the various services provided by WWA or to an outside agency, find refuge space for local women and their children, take referrals for women requesting refuge space, support an outside agency who is working with a client who is experiencing domestic violence or transfer calls to other workers. The 24 hour national domestic violence helpline is available and information about this service is provided on WWA's answerphone out of hours. Our sister organisation AWA provides an emergency out of hours service for women living in Bucks and when an emergency call comes through to them for the WWA area they contact us via our out of hours mobile number which is staffed by the WWA Leadership Team on a rotational basis. Due to the Covid-19 pandemic our helpline was transferred to mobile phones and workers were taking the calls on a rotational basis from their homes. This meant that there was no break in the helpline service.

Refuge – WWA's refuge offers a safe place to stay for women on their own and women with their children who are experiencing domestic violence and need to leave their homes. The service includes self-catering refuge accommodation, provision of emotional and practical support for women and children before, during and after their stay at the refuge, accompanying to court and other appointments, emergency provisions, risk management and support planning.

At the beginning of the Covid-19 pandemic we were unable to take new families into our refuge. This was for two reasons – our refuge is communal living and the families living in the refuge at the start of the pandemic were, like everyone else, scared of coming into contact with others for fear of contracting Covid-19. As new information became available we were able to ensure our refuge was Covid secure and the first new family came into refuge on 6 July 2020. The changes we made to ensure our refuges were safe with regard to the Covid-19 pandemic meant that we were unable to operate at full capacity. At the beginning of 2021 we had access to Lateral Flow Tests and this meant that we could then operate at full capacity and this continues to work well. During the financial year none of our guests tested positive for Covid-19.

Resettlement – Women and children moving on from refuge accommodation continue to receive practical support from their key worker, including moving into their new home. At the meeting before they leave refuge their key worker gives information about the various services and support outreach can provide and an appointment may be booked for an outreach worker to meet with the woman once the family has settled into their new home. If families relocate outside our area we provide contact information for the local domestic violence services in that area.

Moving families on from the refuge into their new homes has been more challenging during the Covid-19 pandemic. Our support workers, with help from our general assistant, have enabled the transition to happen as smoothly as possible for the families.

WYCOMBE WOMEN'S AID LIMITED
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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2021

Objectives and activities (continued)

c. Activities undertaken to achieve objectives (continued)

Counselling – WWA's counselling service is a self-referral service and provides person-centered counselling, cognitive behavioural therapy and time focused counselling delivered by qualified BACP (British Association of Counselling and Psychotherapy) registered counsellors for women living in the Wycombe, South Bucks and Chiltern areas of Buckinghamshire.

The first session is an assessment to make sure that counselling is right for the woman. Each session lasts for one hour and takes place once a week at our outreach centre. After 8 sessions the woman and her counsellor will re-assess together how things are and the progress that has been made. If it is agreed that more needs to be explored the counsellor may offer further sessions.

During the Covid-19 pandemic all assessment and counselling sessions have been provided virtually or on the telephone. Our counsellors have provided additional sessions for some women who had been re-traumatised by lockdowns because of the isolation they experienced when living with domestic violence. Some ex-clients also returned to the service for the same reason.

Clinical Supervision - WWA is privileged to have a qualified clinical supervisor who currently provides clinical supervision to all front line workers at WWA and the counselling service at AWA.

Outreach – The outreach services are self-referral services and available to women either living in a violent situation or who are working through the effects of past domestic violence and who are not living in refuge accommodation. Provision includes support and information in one-to-one support sessions which have all been either virtual or telephone during the Covid-19 pandemic. We have not been able to provide group work sessions during the Covid-19 pandemic and our regular 'drop-in' where women can receive free advice from local solicitors on legal issues and from the CAB, who support women with financial and debt issues, has also had to be put on hold because of the Covid-19 pandemic.

In-Reach – This service, based within a GP surgery in Bourne End, has not been operating during this financial year due to the Covid-19 pandemic. However, the worker has kept in regular contact with the GP surgery providing information about how their patients can contact WWA.

Children and Young People - Children who are living at the refuge with their mothers or female carers receive specialist interventions to allow them to work through their experiences of domestic violence. The service focuses on the safety, health and well-being of the children. WWA's work with children is OFSTED rated to be 'good'.

Initially the Covid-19 pandemic had a huge impact on the work we were able to provide for the children and young people living in refuge. Initially the majority of work was carried out on the phone or virtually. The child development workers found creative ways to engage the children and young people by setting fun tasks, delivering arts and crafts equipment, books and toys to the children and providing a list of useful websites. They also supported the women with home schooling. When schools reopened many of the children and young people living in refuge were able to attend school and for those who did not return to school the child development workers continued to support with home schooling.

The Playroom was made Covid secure and re-opened in September 2020 for limited time periods and for fewer children at a time.

We were unable to deliver any Helping Hands programmes throughout this financial year due to the Covid-19 pandemic.

WYCOMBE WOMEN'S AID LIMITED
(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2021

Objectives and activities (continued)

c. Activities undertaken to achieve objectives (continued)

IDVA (Independent Domestic Violence Advocacy) - The IDVA service is an independent domestic violence advocacy service that offers intensive support for a limited time until the risk is reduced and safety needs have been addressed. As mentioned earlier, in September 2020 AVMKSASS started delivering the male work. The IDVAs work within a multi-agency setting to ensure all agencies do their part to enable the safety of the referred client and any children s/he may have. An IDVA attends, and has a pivotal role on, the Multi Agency Risk Assessment Conference (MARAC) which has been held via conference call during the Covid-19 pandemic.

IDVAs continued to provide the 'medium risk' work for the Domestic Abuse Investigation Unit (DAIU). Due to government restrictions workers were unable to provide a service at the DAIU until safety measures were put in place. They returned to the DAIU on 4 May 2020 and then when the third lockdown came into place the workers were provided with the necessary equipment to enable them to work from their homes. This continued until the end of the financial year. Although this project was working extremely well and Aylesbury and Wycombe Women's Aids were commended for their excellent work, with effect from 1 April 2021 the 'medium risk' referrals to the police will be provided by Hestia across the whole of the Thames Valley. We have appreciated working closely with the DAIU and hope that the positive relationships fostered during this project will continue.

Sanctuary Scheme - WWA continues to administer the Sanctuary scheme, organising with Safe Partnership Limited to carry out the target hardening. Bucks Council provided the initial funding and any underspend is carried forward to a restricted fund for use in the following year. The number of families supported across Bucks during the year to March 2021 was two.

Training and Awareness Raising - WWA's domestic violence awareness raising and training aims to improve the understanding of the public and other agencies around the issues faced by women and children experiencing domestic violence and the appropriate support that they may need should they make a disclosure or ask for help. This year all sessions have been delivered virtually and have included Bucks New University social care students, MARAC and DASH training and local organisations. The number of sessions delivered has decreased considerably from last year due to the Covid-19 pandemic.

Student Placements - We have been unable to take on any new Social Care students this year due to the Covid-19 pandemic. The Bucks New University CBT student is still on placement with us and is working virtually and on the telephone.

Workers' Wellbeing - In order to deliver the services productively the wellbeing of workers is a high priority and more so during the unprecedented times of the Covid-19 pandemic. As stated in last year's report the mental and physical health of workers was a key priority. This remains the same as the Covid-19 pandemic continues. Clinical supervision and support for frontline workers increased and communication with each other was given high priority. Weekly virtual meditation sessions continue to be provided to workers and a motivational 'quote of the day' has been emailed to all workers by one of our counselling team throughout this financial year.

Virtual small team check-in meetings were introduced and whole team meetings continued to take place regularly. Very soon after workers started to work from home regular individual health and safety checks were carried out virtually. This was to ensure that workers were able to work productively in isolation from their homes. Where identified, equipment was provided and workers were encouraged to move around and take breaks rather than sit at their laptops; Zoom sessions can be extremely draining. White noise machines were provided where other members of a worker's family were in the home. This aided confidentiality.

Thanks to the support of Bucks Council the majority of our frontline workers received their first vaccination in February 2020 and will be receiving their second vaccination early in the next financial year.

WYCOMBE WOMEN'S AID LIMITED
(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2021

Achievements and performance

a. Review of activities

During this financial year the WWA management committee, employees and refuge guests reviewed policies, procedures and guidelines in accordance with the policy review timetable. Exit interviews with women leaving our services have fed into our business plan. We appreciate our refuge guests and counselling, outreach and IDVA clients giving their time to provide feedback which enables us to improve our services. It has been very encouraging to hear that, despite the Covid-19 pandemic, our clients have had very positive experiences. Overall they have valued the way we work and how the services operate.

The WAVE National Quality Standards (NQS) are specific to domestic violence and capture the complexity of delivering services in this challenging field. We submitted evidence to renew our NQS during this financial year and we expect the process to be completed during the beginning of the next financial year.

This year WWA has continued to offer its services to women and children experiencing domestic violence. The occupancy rate in the refuge was much lower this year because of the Covid-19 pandemic. Fortunately we were successful in securing funding to cover voids. Having voids during the Covid-19 pandemic was unavoidable because we had to reduce capacity to ensure safety within our refuges. Despite the Covid-19 pandemic all our four refuge houses were maintained to a high standard and complied with all relevant regulations. Emergency repairs were responded to immediately and the standard of accommodation remained high in all refuge houses. This was achieved by weekly health and safety checks which were held virtually during lockdowns.

WWA maintained its target of sensitively gaining essential information from all women in the first hour of their arrival at refuge and daily contact was made with each woman living in the refuge during the working week.

WWA worked closely with Bucks Council to ensure a continued good working relationship and a clear understanding and appreciation of the WWA services offered and provided. Monitoring reports and statistical information were provided and regular monitoring meetings were attended with Bucks Council which, during this year, were all held virtually.

The WWA counselling service has adhered to BACP guidelines at all times and all women entering the service were initially assessed to ensure the most appropriate form of counselling was provided.

The refuge support workers provided at least one support session per week to each guest and the child development workers met at least weekly with each child to ensure their needs were being met and that they were feeling safe. During this financial year the majority of this support was provided virtually. All school age children resident at the refuge were secured a school place. At the beginning of the Covid-19 pandemic the Playroom closed. Once Government directives changed our Playroom was opened with Covid secure restrictions in place. Unfortunately we were unable to provide a summer play scheme this year due to the Covid-19 pandemic.

This year was the second of three years of funding from Children in Need towards the Youth service. Our youth worker left WWA in September 2020 to return to University. Children in Need agreed that we could postpone recruiting a replacement until the next financial year. We are in the third year of three years of funding from the Lloyds Bank Foundation for England and Wales towards the outreach service. The Henry Smith Charity funding towards our counselling service came to an end in October 2020 and we continue to apply for replacement funding. We have been notified verbally that we will receive a further years funding from Bucks Council for the In-Reach project as well as verbal confirmation from AWA that a further years funding has been agreed for the Integrated Domestic Abuse Contract by Bucks Council. We anticipate that this will be confirmed in writing early in the next financial year.

WYCOMBE WOMEN'S AID LIMITED
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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2021

Achievements and performance (continued)

a. Review of activities (continued)

This year we have again linked in with a variety of organisations to further support the women and children we work with. We have been overwhelmed by the generosity of our community who have made financial donations to our organisation which have enabled us to continue to deliver our services to local women and children.

b. Statistics for the year ended 31 March 2021

WWA is committed to recording a range of information for statistical purposes. WWA gains this information supportively and assures the women and children we work with that information kept for statistical purposes is anonymous and cannot be traced to individuals. If clients choose for their information not to be used then this is respected.

In the past year WWA has shared statistical information with a variety of interested parties. These have included local and national agencies and organisations, individuals and organisations carrying out research about domestic violence and other Women's Aid organisations including WAFE (Women's Aid Federation of England).

Equal opportunity monitoring of all services is as follows: 4% - Black clients; 15% - Asian clients; 3% - mixed race clients; 63% - White clients; 2% - other ethnicity; 13% - did not disclose. Thirteen percent of the clients we worked with were disabled.

Across all services the ages of women who used our services this financial year were: 10% were between eighteen and twenty five; 72% were between twenty six and fifty five; 9% were fifty six and above and 9% were unknown.

We worked directly with a total of 81 children and young people during this period, much lower than previous years due to the Covid-19 pandemic. Fifty three percent lived in the refuge and 47% lived in the local community.

One hundred and ninety women received counselling support during the year and our outreach workers supported 239 women; both these figures are very similar to the previous year. There were no support groups provided during this financial year due to the Covid-19 pandemic. Our IDVA service supported 224 women which is a slight decrease on the previous year and 2 families were supported by the sanctuary scheme. Our outreach services facilitated 13 virtual training and awareness raising sessions. This is a considerable decrease from the previous year (38) and due to the Covid-19 pandemic.

During the year there were 2,927 calls to our helpline and 10 calls to the emergency out of hours service for the south of Bucks. These are similar figures to the previous year. We were unable to accommodate 19 women with 20 children who came through to our helpline looking for space. This is significantly lower than previous years and we are sure it is because of the Covid-19 pandemic.

During the year a total of 31 women with 43 dependent children were accommodated at our refuge. During the same period WWA was able to find safe alternative refuge accommodation for 35 local families away from their abuser. Of the 31 women WWA supported in our refuge, 5 had additional vulnerabilities.

After an initial few days in the refuge a woman has time to consider what she would like for her and her children's future. She may choose to settle in an area away from Wycombe and her support worker will then work with her and the refuge in that location to move her there. The woman may consider moving to an area where she has friends and family and choose to stay with them rather than go into the local refuge.

WYCOMBE WOMEN'S AID LIMITED
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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2021

Achievements and performance (continued)

b. Statistics for the year ended 31 March 2021 (continued)

During this period 13% of families moved to another refuge, 6% returned home with protection or reconciled, 16% moved to family or friends, 6% were accommodated by Bucks Council, 22% were accommodated by other local authorities, housing associations, private rent etc. and 35% were still in refuge at the end of the financial year.

Women and their children can stay in the refuge for up to 6 months, however, on a few occasions it has been agreed that for the benefit of the family they may stay for a few more weeks. Analysis of our refuge population in the year ending 31 March 2021 shows that 19% of the families stayed in the refuge up to 1 month; 13% stayed between 1 and 3 months; 20% stayed between 3 and 6 months; 13% stayed over 6 months and 35% were still living at the refuge at the end of the year. These time scales conform well with our experience of meeting the support needs of women and their children who have been subjected to domestic violence, and also to our responsibility to promote independence.

Financial review

FINANCIAL RISK MANAGEMENT OBJECTIVES AND POLICIES

Effective financial management is achieved through five types of activity:

1. Business Plan

WWA has a three year Business Plan that is reviewed and updated annually. The Business Plan includes a description of the main areas of change facing the organisation and a plan for managing these. It also includes detailed financial projections for the forthcoming year and a commentary of any significant implications for the financial stability of the organisation.

2. Annual budget, reporting and monitoring income and expenditure

A draft budget is presented to the management committee for the forthcoming financial year in September. It is re-presented, incorporating any agreed changes, in the final financial quarter in readiness for the new financial year.

Income and expenditure is reported by the treasurer to the management committee on a quarterly basis and agreement reached on how to manage any significant variance.

3. System of delegated authorities regarding financial management

The operation of financial management will be undertaken within a system of delegated authorities which is outlined in the management committee roles and responsibilities policy, procedure and guidelines. This details the level of authorities within the organisation in relation to financial matters. This provides a system of financial checks and is reviewed on an annual basis in order to ensure that it remains robust.

4. The process of examining annual accounts

The finances of the organisation are inspected on an annual basis. The management letter from the Accountant and any advice contained therein is discussed and agreed by the Committee, along with the examined accounts prior to presentation to the Annual General Meeting.

5. Risk assessment of financial matters

WWA has a risk register which contains financial information, giving an analysis of business risk and grading potential risks as low, medium or high. Action to be taken is recorded within a time-frame and the person responsible for the action is identified. Where sudden or unforeseeable areas emerge, which present a risk to the organisation, these will be reported to the management committee as soon as an employee or management committee member becomes aware of them, as will unplanned, unforeseen service development opportunities. The Leadership Team meet regularly to review the risk register and recommendations are made at the following management committee meeting. The risk register is managed, monitored and reviewed at every formal management committee meeting.

WYCOMBE WOMEN'S AID LIMITED
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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2021

RESERVES POLICY

The Trustees believe that WWA should hold financial reserves in order to ensure that we can continue to provide a service in the event of an emergency and to meet our moral, legal and contractual obligations.

Reserves have been built up over the last twenty years to their current level. The Trustees will consider achievement of the appropriate levels of reserves on an annual basis and in line with WWA's Business Plan.

Designated reserves

Unrestricted funds have been designated for the following purposes:

Equipment - A reserve to ensure that there is sufficient money to replace equipment and furniture when it becomes obsolete or beyond economic repair. Balance at 31 March 2021: £8,000.

Contractual Commitment - A reserve to ensure our duties and obligations to employees such as redundancy, provision of locum maternity or sick cover and the costs of any disciplinary and or grievance procedures which may arise. Balance at 31 March 2021: £108,118.

Premises - A reserve to cover our contractual obligations to landlords and/or relocation to new premises. Balance at 31 March 2021: £30,000.

Development - A reserve to undertake new projects and explore options, including how to sustain service levels in face of cut backs, and to conduct feasibility studies on the advisability of such proposals. Balance at 31 March 2021: £15,000.

The financial results for the year are set out in the financial statements later in the report. The surplus for the year was £108,934 (2020: deficit £33,288) which when added to the reserves brought forward of £242,634 gives £351,568 to carry forward. As disclosed £161,118 (2020: £161,118) is allocated to designated funds whilst £284,333 (2020: £221,954) is carried forward in unrestricted general funds and £67,235 (2020: £20,680) in restricted funds.

PRINCIPAL FUNDING

Our principal funding source is Bucks Council via AWA (£238,753). WWA has a sub-contract with AWA for the new financial year. In addition unrestricted donations are received from organisations and individuals on an ad hoc basis.

Structure, governance and management

a. Constitution

Wycombe Women's Aid is a registered Charity and Company Limited by Guarantee and does not have a Share Capital. The date of Incorporation was 19 April 1988. The organisation is governed by its Memorandum and Articles of Association of Wycombe Women's Aid Limited which were last updated at the Annual General Meeting on 21 July 2004.

WYCOMBE WOMEN'S AID LIMITED
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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2021

Structure, governance and management (continued)

b. Methods of appointment or election of Trustees

WWA is committed to outlining the role of the committee in order that the activities of the organisation are clear and transparent. It is important that committee members have a clear expectation of their roles and the scope of their responsibilities. Likewise it is important that employees are aware of their own role and how it relates to the committee function.

The committee works towards ensuring that new trustees are recruited and elected on a systematic and continuous basis. This is in order that there is always a core of experienced members. The committee determines the approach taken to identify new members prior to the AGM each year.

Trustees are sought who have relevant experience and an understanding of domestic violence and the impact it has on women and children as well as one or more of the following areas:

The provision of supported housing; experience of working within or with statutory and/or charitable bodies; experience of working in or with services which aim to ensure the health and well-being of children; working with statutory bodies - particularly health, housing, education and social care; finance and financial planning; personnel and human resource management; general experience of running a business; legal experience; experience of participating in community services and meeting community needs; experience of being a client of Women's Aid services; monitoring and evaluation of services; equal opportunities and diversity.

Trustees avoid recommending people who are close colleagues, friends or relatives as this may affect the balance and objectivity of the committee as a whole.

c. Policies adopted for the induction and training of Trustees

Prospective trustees will attend at least two committee meetings prior to standing for election at the AGM. They will receive an induction that will involve a visit to the office, meetings with the Chair, Chief Executive Officer and Services Manager and an introduction to other employees. They will receive a copy of the Standing Orders and Delegated Authorities as well as information relating to a description of the service such as leaflets and the previous annual report.

d. Pay policy for senior staff

The remuneration for key management personnel is based on the salary scales set by the National Joint Council.

WYCOMBE WOMEN'S AID LIMITED
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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2021

Structure, governance and management (continued)

e. Organisational structure and decision making

Board of Trustees – CEO – Community, Refuge, C&YP Services, Administration.

Currently WWA's Management Committee is made up of 7 trustees and 4 co-opted members. There are 14 paid employees. The leadership team is made up of the Chief Executive Officer, Services Manager, Counsellor/Clinical Supervisor and Operations Manager. The leadership team meets on a monthly basis to monitor, review and update the WWA action plan. During the Covid-19 pandemic the leadership team has met more frequently.

Decisions are made through discussion and consensus at quorate management committee meetings. Where there is no agreement through consensus, votes are cast and in the case of the numbers being even the Chair will have the casting vote. Decisions are recorded in minutes and circulated.

The Chair of the committee and the Chief Executive Officer of the organisation shall have power to discharge, as a matter of urgency, any function of the committee providing that in their reasonable opinion a delay in exercising the function would be seriously detrimental to the organisation and no such action would contradict a previous decision. Any action taken by the Chair and the Chief Executive Officer is reported to the next meeting of the committee, recorded in minutes and circulated.

f. Related party relationships

WWA is a full member of WAFE, the national domestic violence charity which works to end violence against women and children. WWA ensures that a positive relationship with WAFE is maintained by completing their questionnaires promptly to ensure that women who use WWA are visible within the statistics country-wide. WWA updates Routes to Support before 10.00 a.m. Monday to Friday in order to comply with the directive. WWA's Chief Executive Officer is a panel member of the WAFE quality assessment panel. WWA and AWA have a memorandum of understanding and a joint steering group which is made up of three trustees from each organisation. AWA has a contract with Bucks Council and WWA has a sub-contract with AWA to meet the contract which contributes towards some of the services provided in each agency. WWA and AWA have a joint development plan for the contract which is reviewed at Joint Steering Group meetings and at quarterly monitoring meetings with BC commissioners. WWA and AWA also have a joint business plan for the contract. WWA has a very close relationship with AWA, sharing good practice and discussing issues relating to domestic violence in Bucks as well as keeping up to date about the wider domestic violence agendas, particularly central government, via the WAFE website. WWA is a member of, and meets regularly with, the Thames Valley domestic violence services group.

WWA is also a member of various local Bucks groups and fora relating to domestic violence. This ensures that the needs of local women and children who use WWA services are conveyed and that WWA is well informed and part of the development of Bucks domestic violence initiatives and strategies. WWA liaises with local agencies and advocates on behalf of women and children using WWA services, promoting WWA services and supporting those working with women and children experiencing domestic violence. WWA often works closely and collaboratively with other agencies when clients have particular needs.

WWA has a close relationship with its funders and completes reports and provides monitoring and statistical information regularly and within timeframes specified. WWA fully engages with regular monitoring meetings with Bucks Council.

WYCOMBE WOMEN'S AID LIMITED
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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2021

Structure, governance and management (continued)

g. Risk management

WWA is committed to ensuring effective management through a system of monitoring, checks and controls. The major risks to which the charity is exposed, as identified by the trustees, have been reviewed and systems or procedures have been established to manage those risks. The WWA risk register is available and reviewed at all formal management committee meetings. WWA aims to ensure that financial matters are considered at a strategic level and that there is forward planning. This includes a managed approach to financial issues which may present a risk to the organisation. WWA has in place a system of business planning which includes an account of current and future operational activity and financial implications.

Plans for future periods

FUTURE DEVELOPMENTS

WWA will continue to adhere to the strategic aims contained within the business plan: offer our services and ensure that levels of income necessary to meet budgets and support reserves are maintained; work in close collaboration with AWA in order to meet the requirements of the Bucks Council contract and continue to work from the WWA Action Plan which will be added to and monitored throughout the year as well as being reviewed quarterly by the management committee at management committee meetings. We will continue to actively monitor sustainability as well as strengthening and developing the management committee. We will also continue to develop relationships across Bucks with our sister organisation, AWA. There have been many challenges, consequences and opportunities during the Covid-19 pandemic, some of which have been reported in this document. We plan to evaluate the full impact of the Covid-19 pandemic in the next financial year. We are hoping that the Government 'road map' out of the pandemic is successful.

Most importantly, WWA will continue to listen to what the women and children who use Wycombe Women's Aid's services need.

WYCOMBE WOMEN'S AID LIMITED
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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2021

Statement of Trustees' responsibilities

The Trustees (who are also the directors of the Charity for the purposes of company law) are responsible for preparing the Trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial . Under company law, the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the Charity and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the Trustees are required to:

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

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Charity's transactions and disclose with reasonable accuracy at any time the financial position of the Charity and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by order of the members of the board of Trustees on 06 October 2021
and signed on their behalf by:


.....
Christine Adames
Trustee

WYCOMBE WOMEN'S AID LIMITED
(A company limited by guarantee)

INDEPENDENT EXAMINER'S REPORT
FOR THE YEAR ENDED 31 MARCH 2021

Independent examiner's report to the Trustees of Wycombe Women's Aid Limited ('the Charity')

I report to the charity Trustees on my examination of the accounts of the Charity for the year ended 31 March 2021.

Responsibilities and basis of report

As the Trustees of the Charity (and 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 Charity 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 the Charity's accounts 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 Charity'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 The Institute of Chartered Accountants in England and Wales, 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:

1. accounting records were not kept in respect of the Charity 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.

WYCOMBE WOMEN'S AID LIMITED
(A company limited by guarantee)

INDEPENDENT EXAMINER'S REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2021

This report is made solely to the Charity's Trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. My work has been undertaken so that I might state to the Charity's Trustees those matters I am required to state to them in an Independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the Charity and the Charity's Trustees as a body, for my work or for this report.

Signed:

BK Silva

Dated:

14 October 2021

B K Silva

ACA

MHA MacIntyre Hudson, Chartered Accountants, Abbey Place, 24-28 Easton Street, High Wycombe, Buckinghamshire, HP11 1NT

WYCOMBE WOMEN'S AID LIMITED
(A company limited by guarantee)

**STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 MARCH 2021**

	Note	Unrestricted funds 2021 £	Restricted funds 2021 £	Total funds 2021 £	Total funds 2020 £
Income from:					
Donations and legacies	3	148,476	79,901	228,377	184,935
Charitable activities	4	419,135	97,624	516,759	427,694
Investments	5	269	-	269	398
Total income		567,880	177,525	745,405	613,027
Expenditure on:					
Charitable activities	6	585,317	51,154	636,471	646,315
Total expenditure		585,317	51,154	636,471	646,315
Net (expenditure)/income		(17,437)	126,371	108,934	(33,288)
Transfers between funds	13	79,816	(79,816)	-	-
Net movement in funds		62,379	46,555	108,934	(33,288)
Reconciliation of funds:					
Total funds brought forward		221,954	20,680	242,634	275,922
Net movement in funds		62,379	46,555	108,934	(33,288)
Total funds carried forward		284,333	67,235	351,568	242,634

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

The notes on pages 21 to 35 form part of these financial statements.

WYCOMBE WOMEN'S AID LIMITED
(A company limited by guarantee)
REGISTERED NUMBER: 02245478

BALANCE SHEET
AS AT 31 MARCH 2021

	Note	2021 £	2020 £
Current assets			
Debtors	11	26,031	30,930
Cash at bank and in hand		342,300	243,704
		<u>368,331</u>	<u>274,634</u>
Creditors: amounts falling due within one year	12	(16,763)	(32,000)
Net current assets		<u>351,568</u>	<u>242,634</u>
Total assets less current liabilities		<u>351,568</u>	<u>242,634</u>
Total net assets		<u>351,568</u>	<u>242,634</u>
Charity funds			
Restricted funds	13	67,235	20,680
Unrestricted funds	13	284,333	221,954
Total funds		<u>351,568</u>	<u>242,634</u>

The Charity was entitled to exemption from audit under section 477 of the Companies Act 2006.

The members have not required the company to obtain an audit for the year in question in accordance with section 476 of Companies Act 2006.

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

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

The financial statements were approved and authorised for issue by the Trustees on
06 October 2021 and signed on their behalf by:


.....
Christine Adames
Trustee

The notes on pages 21 to 35 form part of these financial statements.

WYCOMBE WOMEN'S AID LIMITED
(A company limited by guarantee)

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 MARCH 2021

	2021 £	2020 £
Cash flows from operating activities		
Net cash used in operating activities (note 15)	98,596	(32,412)
Change in cash and cash equivalents in the year	98,596	(32,412)
Cash and cash equivalents at the beginning of the year	243,704	276,116
Cash and cash equivalents at the end of the year (note 16)	342,300	243,704

The notes on pages 21 to 35 form part of these financial statements

WYCOMBE WOMEN'S AID LIMITED
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021**

1. General information

The Charity is a company limited by guarantee. The members of the company are the Trustees named on page 1. In the event of the Charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the Charity.

2. Accounting policies

2.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), and the Companies Act 2006.

Wycombe Women's Aid Limited meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

2.2 Going concern

The Trustees assess whether the use of going concern is appropriate i.e. whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the Charity to continue as a going concern. The Trustees make this assessment in respect of a period of one year from the date of approval of the financial statements. As detailed in the Trustees report, the Trustees have made this assessment in light of the Covid-19 pandemic and do not consider there to be any material implications on the going concern status of the charity.

2.3 Income

All income is recognised once the Charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

The recognition of income from legacies is dependent on establishing entitlement, the probability of receipt and the ability to estimate with sufficient accuracy the amount receivable. Evidence of entitlement to a legacy exists when the Charity has sufficient evidence that a gift has been left to them (through knowledge of the existence of a valid will and the death of the benefactor) and the executor is satisfied that the property in question will not be required to satisfy claims in the estate. Receipt of a legacy must be recognised when it is probable that it will be received and the fair value of the amount receivable, which will generally be the expected cash amount to be distributed to the Charity, can be reliably measured.

Grants are included in the Statement of financial activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the Balance sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

Income tax recoverable in relation to investment income is recognised at the time the investment income is receivable.

WYCOMBE WOMEN'S AID LIMITED
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021**

2. Accounting policies (continued)

2.4 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Charity's objectives, as well as any associated support costs.

All expenditure is inclusive of irrecoverable VAT.

2.5 Government grants

Grants are credited to the Statement of financial activities as the related expenditure is incurred and in line with the funding terms and conditions.

2.6 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Charity; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

2.7 Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

2.8 Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

WYCOMBE WOMEN'S AID LIMITED
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021**

2. Accounting policies (continued)

2.9 Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Statement of financial activities as a finance cost.

2.10 Financial instruments

The Charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

2.11 Operating leases

Rentals paid under operating leases are charged to the Statement of financial activities on a straight line basis over the lease term.

2.12 Pensions

The Charity operates a defined contribution pension scheme and the pension charge represents the amounts payable by the Charity to the fund in respect of the year.

2.13 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Charity and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Charity for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

WYCOMBE WOMEN'S AID LIMITED
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021**

3. Income from donations and legacies

	Unrestricted funds 2021 £	Restricted funds 2021 £	Total funds 2021 £
Donations	64,476	10,000	74,476
Grants	-	69,901	69,901
Buckinghamshire Council	66,000	-	66,000
Buckinghamshire Council	11,000	-	11,000
Buckinghamshire Council	7,000	-	7,000
	<u>148,476</u>	<u>79,901</u>	<u>228,377</u>

	Unrestricted funds 2020 £	Restricted funds 2020 £	Total funds 2020 £
Donations	24,136	10,936	35,072
Grants	-	65,863	65,863
Wycombe District Council	66,000	-	66,000
Chiltern District Council	11,000	-	11,000
South Buckinghamshire District Council	7,000	-	7,000
	<u>108,136</u>	<u>76,799</u>	<u>184,935</u>

4. Income from charitable activities

	Unrestricted funds 2021 £	Restricted funds 2021 £	Total funds 2021 £
Provision of refuge facilities	109,203	9,760	118,963
Community services: Buckinghamshire Council Integrated Domestic Violence Services	238,755	-	238,755
Other charitable income	71,177	87,864	159,041
	<u>419,135</u>	<u>97,624</u>	<u>516,759</u>

WYCOMBE WOMEN'S AID LIMITED
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021**

4. Income from charitable activities (continued)

	Unrestricted funds 2020 £	Total funds 2020 £
Provision of refuge facilities	151,388	151,388
Community services: Buckinghamshire Council Integrated Domestic Violence Services	238,755	238,755
Other	37,551	37,551
	<u>427,694</u>	<u>427,694</u>

5. Investment income

	Unrestricted funds 2021 £	Total funds 2021 £	Total funds 2020 £
Interest receivable	269	269	398
	<u>269</u>	<u>269</u>	<u>398</u>

6. Analysis of expenditure on charitable activities

Summary by fund type

	Unrestricted funds 2021 £	Restricted funds 2021 £	Total funds 2021 £
Provision of refuge facilities	212,769	13,453	226,222
Community services	274,830	27,571	302,401
Children and young people services	97,718	10,130	107,848
	<u>585,317</u>	<u>51,154</u>	<u>636,471</u>

WYCOMBE WOMEN'S AID LIMITED
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021**

6. Analysis of expenditure on charitable activities (continued)

Summary by fund type (continued)

	Unrestricted funds 2020 £	Restricted funds 2020 £	Total funds 2020 £
Provision of refuge facilities	240,658	-	240,658
Community services	184,605	113,419	298,024
Children and young people services	107,633	-	107,633
	<u>532,896</u>	<u>113,419</u>	<u>646,315</u>

7. Analysis of expenditure by activities

	Activities undertaken directly 2021 £	Support costs 2021 £	Total funds 2021 £
Provision of refuge facilities	205,726	20,496	226,222
Community services	288,569	13,832	302,401
Children and young people services	102,156	5,692	107,848
	<u>596,451</u>	<u>40,020</u>	<u>636,471</u>

	Activities undertaken directly 2020 £	Support costs 2020 £	Total funds 2020 £
Provision of refuge facilities	217,054	23,604	240,658
Community services	283,230	14,794	298,024
Children and young people services	100,950	6,683	107,633
	<u>601,234</u>	<u>45,081</u>	<u>646,315</u>

WYCOMBE WOMEN'S AID LIMITED
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021**

7. Analysis of expenditure by activities (continued)

Analysis of direct costs

	Provision of refuge facilities 2021 £	Community services 2021 £	Children and young people services 2021 £	Total funds 2021 £
Wages and salaries	131,523	248,866	98,860	479,249
Staff costs	3,670	3,482	1,104	8,256
Direct costs	2,194	-	17	2,211
Subscriptions	1,101	911	101	2,113
Premises	66,679	32,155	2,074	100,908
Bad and doubtful debts	559	-	-	559
Sanctuary scheme	-	530	-	530
Male IDVA	-	2,625	-	2,625
	<u>205,726</u>	<u>288,569</u>	<u>102,156</u>	<u>596,451</u>

	Provision of refuge facilities 2020 £	Community services 2020 £	Children and young people services 2020 £	Total funds 2020 £
Wages and salaries	142,658	237,764	95,105	475,527
Staff costs	5,349	8,900	2,341	16,590
Direct costs	1,123	-	1,053	2,176
Subscriptions	725	653	72	1,450
Premises	66,186	32,317	2,379	100,882
Bad and doubtful debts	1,013	-	-	1,013
Sanctuary scheme	-	1,946	-	1,946
Male IDVA	-	1,650	-	1,650
	<u>217,054</u>	<u>283,230</u>	<u>100,950</u>	<u>601,234</u>

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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021**

7. Analysis of expenditure by activities (continued)

Analysis of support costs

	Provision of refuge facilities 2021 £	Community services 2021 £	Children and young people services 2021 £	Total funds 2021 £
Telephone	3,852	2,801	350	7,003
Rent and rates	6,364	4,628	579	11,571
Printing, stationery and postage	1,544	1,052	131	2,727
Bookkeeping fees	3,932	1,967	1,967	7,866
Bank charges	80	41	41	162
Sundry expenses	(118)	882	882	1,646
IT costs	1,508	1,258	539	3,305
Independent examination and accountancy fees	3,314	1,193	1,193	5,700
Trustee expenses	20	10	10	40
	<u>20,496</u>	<u>13,832</u>	<u>5,692</u>	<u>40,020</u>

	Provision of refuge facilities 2020 £	Community services 2020 £	Children and young people services 2020 £	Total funds 2020 £
Telephone	3,521	2,560	320	6,401
Rent and rates	6,234	4,534	567	11,335
Printing, stationery and postage	1,950	1,418	177	3,545
Bookkeeping fees	3,768	1,884	1,884	7,536
Bank charges	88	44	44	176
Sundry expenses	1,128	564	564	2,256
IT costs	1,655	1,159	497	3,311
Independent examination and accountancy fees	2,160	1,080	1,080	4,320
Professional fees	3,100	1,551	1,550	6,201
	<u>23,604</u>	<u>14,794</u>	<u>6,683</u>	<u>45,081</u>

WYCOMBE WOMEN'S AID LIMITED
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021**

8. Independent examiner's remuneration

The independent examiner's remuneration amounts to an independent examiner fee of £4,320 (2020 - £4,320).

9. Staff costs

	2021 £	2020 £
Wages and salaries	422,774	419,491
Social security costs	36,131	35,060
Contribution to defined contribution pension schemes	20,344	20,976
	<u>479,249</u>	<u>475,527</u>

The average number of persons employed by the Charity during the year was as follows:

	2021 No.	2020 No.
Number of staff	<u>15</u>	<u>16</u>

No employee received remuneration amounting to more than £60,000 in either year.

The key management personnel of the charity comprise the senior staff listed on page 1. The total amount of employee benefits (including employer pension and national insurance contributions) received by key management personnel for their services to the charity was £100,118 (2020: £96,807).

10. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits (2020 - £NIL).

During the year ended 31 March 2021, expenses totalling £40 were reimbursed or paid directly to 1 Trustee (2020: £NIL).

11. Debtors

	2021 £	2020 £
Due within one year		
Trade debtors	11,905	17,237
Prepayments and accrued income	14,126	13,693
	<u>26,031</u>	<u>30,930</u>

WYCOMBE WOMEN'S AID LIMITED
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021**

12. Creditors: Amounts falling due within one year

	2021	2020
	£	£
Trade creditors	2,518	2,090
Other taxation and social security	9,707	10,662
Accruals and deferred income	4,538	19,248
	<u>16,763</u>	<u>32,000</u>
	<u>16,763</u>	<u>32,000</u>
	2021	2020
	£	£
Deferred income at 1 April 2020	15,640	-
Resources deferred during the year	-	15,640
Amounts released from previous periods	(15,640)	-
	<u>-</u>	<u>15,640</u>
	<u>-</u>	<u>15,640</u>

At the Balance Sheet date the charity was not holding any funds received in advance (2020: held for grants relating to staff expenditure).

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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021**

13. Statement of funds

Statement of funds - current year

	Balance at 1 April 2020 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 March 2021 £
Unrestricted funds					
Designated funds					
Equipment replacement	8,000	-	-	-	8,000
Contractual commitments	108,118	-	-	-	108,118
Premises	30,000	-	-	-	30,000
Development	15,000	-	-	-	15,000
	<u>161,118</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>161,118</u>
General funds					
General fund	60,836	567,880	(585,317)	79,816	123,215
	<u>60,836</u>	<u>567,880</u>	<u>(585,317)</u>	<u>79,816</u>	<u>123,215</u>
Total Unrestricted funds	<u>221,954</u>	<u>567,880</u>	<u>(585,317)</u>	<u>79,816</u>	<u>284,333</u>
Restricted funds					
Sanctuary scheme	12,000	-	(530)	-	11,470
The Henry Smith Charity	2,429	-	(2,429)	-	-
Lloyds Bank Foundation	-	48,362	(27,041)	-	21,321
Mulberry Trust	1,250	-	-	-	1,250
Morrisons	2,976	-	(2,976)	-	-
Children in Need	2,025	21,539	(10,130)	-	13,434
Red Kite	-	9,760	-	-	9,760
Vox Smart	-	10,000	-	-	10,000
MHCLG	-	41,453	-	(41,453)	-
MoJ (via PCC)	-	36,411	(8,048)	(28,363)	-
Heart of Bucks	-	10,000	-	(10,000)	-
	<u>20,680</u>	<u>177,525</u>	<u>(51,154)</u>	<u>(79,816)</u>	<u>67,235</u>
Total of funds	<u>242,634</u>	<u>745,405</u>	<u>(636,471)</u>	<u>-</u>	<u>351,568</u>

WYCOMBE WOMEN'S AID LIMITED
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021**

13. Statement of funds (continued)

Statement of funds - prior year

	Balance at 1 April 2019 £	Income £	Expenditure £	Balance at 31 March 2020 £
Unrestricted funds				
Designated funds				
Equipment replacement	8,000	-	-	8,000
Contractual commitments	108,118	-	-	108,118
Premises	30,000	-	-	30,000
Development	15,000	-	-	15,000
	<u>161,118</u>	<u>-</u>	<u>-</u>	<u>161,118</u>
General funds				
General fund	<u>57,504</u>	<u>536,228</u>	<u>(532,896)</u>	<u>60,836</u>
Total Unrestricted funds	<u>218,622</u>	<u>-</u>	<u>(532,896)</u>	<u>221,954</u>
Restricted funds				
Sanctuary scheme	14,342	-	(2,342)	12,000
The Henry Smith Charity	16,742	29,700	(44,013)	2,429
Lloyds Bank Foundation	21,448	2,726	(24,174)	-
Last Resort Fund	344	-	(344)	-
Mulberry Trust	1,024	1,250	(1,024)	1,250
Kop Hill Climb Fund	3,400	-	(3,400)	-
Marlow Ward Budget	-	1,830	(1,830)	-
Morrisons	-	2,976	-	2,976
Guarding Cars Project	-	5,640	(5,640)	-
Children in Need	-	27,797	(25,772)	2,025
Red Kite	-	4,880	(4,880)	-
	<u>57,300</u>	<u>76,799</u>	<u>(113,419)</u>	<u>20,680</u>

WYCOMBE WOMEN'S AID LIMITED
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021**

13. Statement of funds (continued)

Total of funds	275,922	76,799	(646,315)	242,634
	<u> </u>	<u> </u>	<u> </u>	<u> </u>

Unrestricted funds have been designated for the following purposes:

Equipment replacement – to ensure that there is sufficient money to replace equipment and furniture when it becomes obsolete or beyond economic repair.

Contractual commitments – to ensure our duties and obligations to employees such as redundancy; provision of locum maternity or sick cover and the costs of any disciplinary and or grievance procedures which may arise.

Premises – to cover our contractual obligations to landlords and/or relocation to new premises.

Development - to undertake new projects and explore options, including how to sustain service levels in face of cut backs, and to conduct feasibility studies on advisability of such proposals.

Restricted funds relate to amounts given by donors for specific purposes as follows:

Sanctuary Scheme enables households at risk of violence to remain safely in their own homes.

The Henry Smith Charity - to provide salary costs for one full time Counsellor post

Lloyds Bank Foundation - to provide salary costs for one full time Community Outreach Worker Post

BBC Children in Need - to fund the salary of a Youth Worker providing individual and group sessions to young people who been adversely affected by domestic violence.

Vox Smart - to build a garden structure.

MHCLG, MoJ (via PCC) and Heart of Bucks - to provide funds towards voids incurred as result of COVID-19 pandemic. The transfer of £79,816 from restricted to general funds represents the use of these funds to cover the reduction in income due to voids.

14. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Unrestricted funds 2021 £	Restricted funds 2021 £	Total funds 2021 £
Current assets	301,096	67,235	368,331
Creditors due within one year	(16,763)	-	(16,763)
Total	<u>284,333</u>	<u>67,235</u>	<u>351,568</u>

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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021**

14. Analysis of net assets between funds (continued)

Analysis of net assets between funds - prior year

	Unrestricted funds 2020 £	Restricted funds 2020 £	Total funds 2020 £
Current assets	253,954	20,680	274,634
Creditors due within one year	(32,000)	-	(32,000)
Total	221,954	20,680	242,634

15. Reconciliation of net movement in funds to net cash flow from operating activities

	2021 £	2020 £
Net income/expenditure for the year (as per Statement of Financial Activities)	108,934	(33,288)
Adjustments for:		
Decrease/(increase) in debtors	4,899	(14,874)
Increase/(decrease) in creditors	(15,237)	15,750
Net cash provided by/(used in) operating activities	98,596	(32,412)

16. Analysis of cash and cash equivalents

	2021 £	2020 £
Cash in hand	342,300	243,704
Total cash and cash equivalents	342,300	243,704

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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021**

17. Analysis of changes in net debt

	At 1 April 2020 £	Cash flows £	At 31 March 2021 £
Cash at bank and in hand	243,704	98,596	342,300
	<u>243,704</u>	<u>98,596</u>	<u>342,300</u>

18. Pension commitments

The Charity operates a defined contributions pension scheme through the NEST scheme. The assets of the scheme are held separately from those of the Charity in an independently administered fund. The pension cost charge represents contributions payable by the Charity to the fund and amounted to £20,344 (2020 - £20,976) contributions totalling £NIL (2020 - £NIL) were payable to the fund at the balance sheet date and are included in creditors.

19. Operating lease commitments

At 31 March 2021 the Charity had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2021 £	2020 £
Not later than 1 year	54,820	54,820
Later than 1 year and not later than 5 years	167,322	181,822
Later than 5 years	339,361	379,681
	<u>561,503</u>	<u>616,323</u>

20. Related party transactions

The Charity has not entered into any related party transaction during the year, nor are there any outstanding balances owing between related parties and the Charity at 31 March 2021.

