

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

Company Limited by Guarantee

Financial Statements

Year ended 31 March 2025

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Wycombe Women's Aid Limited

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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
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Buckinghamshire
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Scottish Widows
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67 Morrison Street
Edinburgh
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Independent examiner Ruskells Chartered Accountants
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Wycombe Women's Aid Limited

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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.

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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.

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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.

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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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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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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

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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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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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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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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

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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	<u>3,363</u>	<u>(36,549)</u>
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	<u>306,847</u>	<u>303,484</u>

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.