

CAMBRIDGE WOMEN'S RESOURCES CENTRE LIMITED

FINANCIAL STATEMENTS FOR THE YEAR ENDED 31ST MARCH 2021

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TRUSTEES:

Ila Chandavarkar
Mary Joannou
Rhiannon Smith (resigned 1st September 2020)
Jo German (resigned 1st April 2020)
Noreen Jones (resigned 19th August 2020)
Lois Momoh (appointed 19 August 2020)
Harriet Morgan (appointed 30th October 2020)
Sue Buckingham (appointed 30th October 2020; resigned 8th February 2021)
Minoo Dabestani-Esat (appointed 30th October 2020;resigned 8th February 2021)

REGISTERED OFFICE:

CWRC
13 The Courtyard
Sturton Street
Cambridge
CB1 2SN

REGISTRATION NUMBER: 02192672 (England & Wales)

REGISTERED CHARITY NUMBER: 801240

AUDITORS:

Prentis & Co LLP
Chartered Accountants &
Statutory Auditors
115c Milton Road
Cambridge
CB4 1XE

BANKERS:

Lloyds Bank Plc
Gonville Place
Cambridge

FINANCIAL STATEMENTS FOR THE YEAR ENDED 31ST MARCH 2021

TRUSTEES REPORT

The trustees are pleased to present their annual Trustees Report together with the financial statements of the charity for the year ending 31st March 2021. These are prepared to meet the requirements for a directors' report and accounts for Companies Act purposes and the requirements of the Charity Commission.

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and 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) (effective from 1st January 2019).

STRUCTURE, GOVERNANCE AND MANAGEMENT**Structure, Board and practice.**

Cambridge Women's Resources Centre is a Registered Charity (Charity Number: 801240) and a company, limited by guarantee (Company Number: 2192672)

2020 2021 was a year of change for the Trustees. Long standing trustees Jo German and Noreen Jones resigned at the beginning of the year as they had other personal commitments. Rhiannon Smith resigned in September following the birth of her baby. We wish them all well and thank them for all their valuable contributions, helping CWRC towards stability and achievement. We welcomed new trustees Lois Momoh, Harriet (Hattie) Morgan and Sue Buckingham who joined Mary Joannou and Ila Chandavarkar. Minoo Dabestani-Esat took over as Chair. Minoo and Sue resigned in February 2021. The Board set up an active recruitment programme for more trustees which was successful later in 2021.

CWRC has the full range of policies and procedures for good governance and management, as recommended by the National Council for Voluntary Organisations. These are dated and the date of review noted. CWRC has Public Liability Insurance up to £5,000,000 and Employers Liability up to £10,000,000. Our Liability Insurance is reviewed and updated annually.

Organisational structure

The organisation is led by a Chief Executive who has overall operational responsibility for all aspects of the organisation.

She reports to the Board of Trustees and attends six weekly Board meetings. With advice from, and in conjunction with the Chief Executive, the Board makes decisions about governance and other substantial issues relating to the Centre.

Staff report to the Chief Executive. CWRC is also active in recruiting, inducting and supporting volunteers who help with different aspects of delivery and administration.

Relationships with other organisations

CWRC places great importance on building effective partnerships and works strategically with the following organisations in the course of its operations:

Cambridgeshire County Council

Cambridge City Council

Peterborough City Council

BeNCH CRC (Bedfordshire, Northamptonshire, Cambridgeshire and Hertfordshire Community Rehabilitation Company)

The managers and staff are in frequent contact with representatives of these organisations, ensuring effective partnership working and advocacy.

CWRC is a member of relevant local and national infrastructure organisations: Cambridge GET Group (Guidance, Education and Training); Cambridge Council for Voluntary Service (CCVS); WAVET (network of organisations working with people with mental health problems); Women's Resource Centre (WRC); and Clinks.

To aid our delivery of support services for the women we work with in Cambridgeshire and Peterborough, we also work very closely with a wide range of other organisations such as Cambridge Women's Aid and Cambridge Rape Crisis organisations, Citizen's Advice Bureaus, Councils for Voluntary Services, JobCentres and other advice and guidance services in employment and training, Healthwatch, Cambridgeshire and Peterborough Foundation Trust and various mental health support services, community arts organisations, Cambridgeshire Constabulary, Cambridge Fire Services, local authorities and parish councils, food banks and food hubs, homeless organisations and shelters, housing associations, Children and Adult Social Care services including children and families services and centres, drug and alcohol intervention services, prison and probation services and disability organisations.

FINANCIAL STATEMENTS FOR THE YEAR ENDED 31ST MARCH 2021

TRUSTEES REPORT

Risk management

The CEO and Board have a risk framework to review the risks the organisation is exposed to, and takes steps to reduce or minimise these risks.

Examples of risks include changes in national policies which could impact on projects at CWRC and the likely reductions in funding available.

To minimise these risks, the Chief Executive remains in close contact with the external organisations involved in such changes and reports to the Board on significant changes.

OBJECTS AND WAY OF WORK**Charitable Objects**

In 2019/2020 the charitable objects were reviewed. In 1982 when CWRC was founded the original purpose was to increase women's employability and support them into employment, so the objects focussed on relevant skills and training e.g. ICT. Over the years, CWRC's responsiveness to women found that women were in need of wider services, still covering employability, but also catering for other multiple needs such as confidence building, family and parenting issues, finance and debt management, functional skills such as English and maths, and conversational and social opportunities. In response to these needs a whole new range of projects and services were developed and successfully run. It was felt the original objects needed updating to reflect this development and to reflect the wide range of support and services on offer for women in Cambridgeshire and Peterborough.

After considerable discussion, the Board finalised the following new objects which were agreed by the Charities Commission:

1. To advance education and relieve the needs of women and girls in a women-only space
2. The promotion of equality, particularly with regard to women, and diversity for the public benefit by:
 - (a) the elimination of discrimination on the grounds of race, gender, disability, sexual orientation, age or religion/beliefs;
 - (b) raising awareness in equality and diversity, including awareness of intersectional discrimination and ways to tackle discrimination;
 - (c) promoting activities to foster understanding between people from diverse backgrounds;
 - (d) cultivating a sentiment in favour of equality and diversity

All of our charitable activities focus on providing information, support, guidance and learning to women and are undertaken to further our charitable purposes for the public benefit.

We are particularly focussed on the promotion of any charitable purposes for the benefit of women and their children resident in Cambridgeshire and Peterborough area, and in particular the relief of poverty, the advancement of education, the preservation of health and the provision of facilities for recreation, and leisure time occupation in the interest of social welfare and in order to improve the conditions of their lives and their families, regardless of ethnicity, colour, religious beliefs, sexual orientation, income, class, age and physical, mental or emotional ability.

With the new objects, CWRC was able to move towards changing its legal structure from a charity and company to a charitable incorporated organisation. This work is still continuing.

Mission, Vision and Aims

The CWRC team continues to work towards the organisation's Mission, Vision and Aims:

Our Vision is that all women in Cambridge and beyond are able to realise the potential in themselves, their families and their community.

Our Mission is to provide training, activities and support to enable our vision to succeed.

Our Aims are:

- To increase women's skills, confidence, motivation and self-esteem.
- To help ensure a safe and fulfilling environment for women
- To increase women's employability and their ability to make positive life choices.
- To increase the number of women playing an active role in their communities, increase social cohesion and support to help improve the quality of relationships and social interaction.

FINANCIAL STATEMENTS FOR THE YEAR ENDED 31ST MARCH 2021

TRUSTEES REPORT

Strategic Aims

In July 2020, CWRC had a strategic review day and formulated the following strategic aims in support of its overall mission:

- **Strategic Aim 1:** To ensure, by means of regular review, that CWRC recognises and responds to the ongoing and the changing voices and patterns of needs amongst women throughout the County
- **Strategic Aim 2:** To continue to support and enhance the opportunities and pathways of women who are marginalized and vulnerable, including those with experience of the criminal justice system
- **Strategic Aim 3:** To provide women-centred learning opportunities for women throughout the County
- **Strategic Aim 4:** Through partnerships or other means, to secure suitably sized and designed premises throughout Cambridgeshire, which can provide an 'open door' as well as space to accommodate the full range of CWRC's programmes
- **Strategic Aim 5:** To ensure CWRC is well placed to advance initiatives and prospects that benefit women throughout the County
- **Strategic Aim 6:** To ensure the organisation is optimally resourced, governed, managed and led

Public Benefit and areas of activity

When planning and overseeing activities the Trustees have kept in mind the Charity Commission's guidance on public benefit. Trustees ensure that the purpose of the charity:

- is clearly beneficial in a way that is identifiable and capable of being proved by evidence, and not based on personal views
- benefits the public in general, or a sufficient section of the public, and is not for personal benefit.

CWRC has two centres in Cambridge and Peterborough and also offers services through outreach work and venues throughout the County. Through its partnerships CWRC informs and is kept informed in many areas and nationally with regard to policy and services for women.

Partnership

At the heart of CWRC is engagement in partnership work where this helps increase the efficacy of its work to meet its objects. CWRC has partnership work with organisations such as BeNCH, NACRO, Mind, CGL and Outside Links. We are members of the Cambridge and Peterborough Women's Consortium and Birth as a Medium 4 Change project. We hold membership with Cambridge Council for Voluntary Services (CCVS), National Council for Voluntary Organisations (NCVO) and Clinks (the national organisation supporting the work of voluntary organisations working within the criminal justice system).

Projects and Services

We provide a trauma informed, safe women only space in Cambridgeshire and Peterborough.

We offered courses, training and development for women in the Cambridgeshire and Peterborough areas. Alongside this we also offer specific projects. There are as follows:

1. **Employability Project (Cambridge)**, funded by Cambridge City Council
This is a Cambridge based project to improve women's outcomes in employment, education and life within the city. The Employability Project met its outcomes by working with 133 women to improve their prospects in employment and education.
2. **Together 4 Women**
A similar project to support employability through group work and one-to-one provision was run in Peterborough. The project helped 120 women and also helped with enabling, empowering and building women's voice.
3. **The Dawn Project**, funded by Sodexo
This project has run for over 10 years following the Corston Report, to address the needs of women in contact with the criminal justice system to reduce reoffending, with referrals from the Courts via BeNCH and the National Probation Service.

The Corston Report found that women's custody needed to be radically rethought and support offered through women-centred community solutions. Following the publication of the Report in 2007, CWRC worked closely with the MOJ and NOMS to develop and launch the Dawn Project, one of many national gender specific services set up to work with female offenders, ex-offenders and those at risk of offending.

FINANCIAL STATEMENTS FOR THE YEAR ENDED 31ST MARCH 2021

TRUSTEES REPORT

The overall aim of the project is to reduce offending, provide an alternative to custodial sentences for women and reduce the breaches of community orders. We work across Cambridgeshire which includes the probation areas of Cambridge, Peterborough, and Huntingdon, offering a wide range of services and interventions specific to, what we refer to as the '9 pathways':

- Accommodation – assisting women in finding safe and sustainable housing
- Education, training and employment - encouraging engagement in education, training and employment opportunities.
- Health (physical, mental and emotional) - ensuring women are aware of their health needs and providing support with arranging and attending appointments
- Drugs and alcohol misuse – helping women access the treatment and support they need
- Finance – helping women access the support they need such as debt counsellors or to resolve benefits issues
- Children, family, relationships - encouraging positive and stable relationships and providing family support services.
- Attitude, thinking and behaviour - encouraging positive life choices and diversion from offending behaviour.
- Abuse, rape, domestic violence - referral to specialist services
- Sex working - encouraging safe working practices and diversion from street sex work.

We work in partnership with criminal justice services facilitating additional supervision of court orders; supervision of unpaid work activities; engagement support orders for sex workers. We also nurture and value strong partnership links within our local communities and dedicated gender specific national organisations.

Methods of support include:

- Group and one to one support sessions
- Family and relationship support
- Access to health information & guidance
- Access to housing guidance/support
- Debt, benefit & budgeting guidance
- CV writing & job search support
- Peer mentor support
- Volunteering opportunities

In 2020/2021, 683 women were referred and 680 helped. The project will close in the next financial year and CWRC is reviewing ways that it can continue to assist women in the criminal justice systems, in line with the national Female Offender Strategy with its emphasis on the value of community-based solutions.

4. Birth as a Medium 4 Change (BAM4Change), funded by the Cambridgeshire County Council via the Cambridgeshire Community Foundation

This is currently a Cambridgeshire partnership project with CWRC, Cambridge Rape Crisis, Cambridge Doula and The Fields Children's Centre. It supports pregnant women who need this e.g. because of domestic or sexual abuse, have mental health issues, have been victims of crime. It helps to reduce trauma, increase attachment and embed community engagement and support. Women work closely with a doula (a trained companion) throughout their pregnancy and birth. Doulas provide continuous physical, emotional and informational support to a mother before, during and shortly after childbirth to help her achieve the healthiest, most satisfying experience possible. This helps provide remarkably improved physical and psychological outcomes for both mother and baby, with a positive impact on the well-being of the entire family. In 14 women were helped directly and 25 helped with community support.

FINANCIAL STATEMENTS FOR THE YEAR ENDED 31ST MARCH 2021

TRUSTEES REPORT

5. Empowering Women Everywhere (EWE)

CWRC was successful in getting funding for this project in 2020/2021 for the provision of safe accommodation for survivors of domestic abuse and street sexual exploitation. This is a partnership project with Cambridgeshire Constabulary, Aspire Recovery Services (Change Grow Live) and Cross Keys Homes. In Peterborough there are currently at least 65 identified street sex workers, the majority of whom are victims of domestic abuse and do not have stable housing (61%). 36% consider themselves to have a disability, and 80% of the women have a mental health diagnosis. The project will provide practical training and support for all 65 of these women, and a safe space for supervised visits to help build links with their families and to help devise successful exit strategies with them. In addition to this a property will provide 3 short-term 'move on rooms' for women who cannot access existing housing provisions, and 1 emergency 'crash bed' for acute and emergency needs. In 2020/2021, 121 women were supported via outreach, and 40 women benefited from direct support.

We have been able to increase the number of volunteers across the Cambridge and Peterborough centres. The hours that volunteers have given to the women centres is vital and we value the time they give, engaging in meaningful activities to support other women within the communities in which we are based.

ACHIEVEMENTS AND PERFORMANCE

The Women's Centres in Cambridge and Peterborough have continued to develop, making a difference in the lives of women, under the strong leadership and management of Stef Martinsen-Barker. Stef has developed CWRC so that it thrives, bringing improvements in the services it offers as well as in fundraising to bring in the resources needed for essential services. The trustees would like to thank Stef and all staff and volunteers who have committed time, intelligence and effort to ensure the success of CWRC work.

Women's centres in Cambridge and Peterborough continue to strengthen their profile and outreach work. We have continued to build on positive partnerships including Cambridge and Peterborough Women's Consortium and Birth as a Medium 4 Change to encompass and incorporate the support needed in the communities we see before us today. We hope to work with the consortium to ensure long term provision for the women of Cambridgeshire and Peterborough. Our success with the Birth as a Medium 4 Change has led to other work outside the county, e.g. in Bedfordshire.

We have been working closely with Outside Links, Peterborough City Council, Cambridgeshire Constabulary and Change Grow Live to reach the sex working community through outreach and wellbeing events.

We continue to be a thriving centre for women, meeting a range of needs. We have seen 1093 women this year across both centres with a range of services that range from helping women deal with urgent crises to services that help improve quality of life and access to positive future opportunities. We have improved the outcomes in the following areas in homelessness, emotional wellbeing, confidence building, reducing further offending, gaining better access and engaging with services, employability and return to work/education, creating communities, finding a voice and continuous engagement.

In 2019, CWRC secured Lloyds Bank Foundation Invest Programme and Henry Smith funding to help with both core and project costs and build sustainability. The Lloyds funding comes with development help, and this was used in 2020/2021 to start work on developing our strategic plan.

We continue to seek positive partnerships to improve the outcomes for women in our communities and remain a safe place for women to learn, thrive and enjoy.

RESERVES

As of the 31st March 2021 the Charity had unrestricted reserves of £90,480. The Charity feels this will cover the costs of closing down liabilities (including redundancy, lease agreements and any pension liability costs). The board also aims to maintain general reserves to cover at least 3 months running costs (an additional £73,529). Accordingly, the organisation is looking at strategies for increasing unrestricted funds. CWRC Reserves Policy and strategy is in line with NCVO guidance.

KEY REMUNERATION POLICY

CWRC has a policy of paying staff according to the local pay conditions commensurate for a particular position taking into account responsibilities and skills unique to that position. Pay levels are periodically reviewed against other criteria such as inflation levels.

FINANCIAL STATEMENTS FOR THE YEAR ENDED 31ST MARCH 2021

TRUSTEES REPORT

TRUSTEES RESPONSIBILITIES

The Trustees (who are also the directors of Cambridge Women's Resources Centre - Registered Company Number. 02192672 for the purposes of company law) are responsible for preparing the Report of the Trustees 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 which 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 those financial statements, the Trustees are required to:-

- ensure suitable accounting policies are selected and then apply them consistently;
- ensure accounts observe the methods and principles in the Charity SORP;
- ensure accounts make judgements and estimates that are reasonable and prudent;
- state whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- ensure that financial statements have been prepared on the going concern basis;


The Trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to 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.

STATEMENT AS TO DISCLOSURE TO OUR AUDITORS

In so far as the Trustees are aware at the time of approving our trustees' annual report: there is no relevant audit information (as defined by Section 410 of the Companies Act 2006) of which the charitable company's auditors are unaware; and the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and establish that the auditors are aware of that information.

AUDITORS

The auditors, Prentis & Co LLP, will be proposed for re-appointment at the forthcoming Annual General Meeting in accordance with Section 485 Companies Act.



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Ila Chandavarkar - Chair

16th December 2021

FINANCIAL STATEMENTS FOR THE YEAR ENDED 31ST MARCH 2021

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF CAMBRIDGE WOMEN'S RESOURCES CENTRE LIMITED

OPINION

We have audited the financial statements of Cambridge Women's Resources Centre Limited for the year ended 31st March 2021 which comprise of the Statement of Financial Activities, the Balance Sheet, Statement of Cash Flows and notes to the financial statements. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31st March 2021, and of its surplus for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

BASIS OF OPINION

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and the provisions available for small entities, in the circumstances set out in note 6 to the financial statements, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

CONCLUSIONS RELATING TO GOING CONCERN

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

OTHER INFORMATION

The other information comprises the information included in the Trustees' Annual Report, other than the financial statements and our auditor's report thereon. The Trustees are responsible for other information. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

OPINIONS ON OTHER MATTERS PRESCRIBED BY THE COMPANIES ACT 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Trustees Annual Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Trustees Annual Report has been prepared in accordance with applicable legal requirements.

FINANCIAL STATEMENTS FOR THE YEAR ENDED 31ST MARCH 2021

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF CAMBRIDGE WOMEN'S RESOURCES CENTRE LIMITED

MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the charitable company's Trustees Annual Report.

We have nothing to report in respect of the following matters where the Charities Act 2011 requires us to report to you, if in our opinion:

- the information given in the charitable company's Trustees Annual Report is inconsistent in any material respect with the financial statements; or
- the charitable company has not kept adequate accounting records; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

RESPONSIBILITIES OF TRUSTEES

As explained more fully in the charitable company's trustees responsibilities statement in the charitable company's Trustees Annual Report, the Trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the charitable company's Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the charitable company's Trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the charitable company's Trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

The Trustees have elected for the financial statements to be audited in accordance with the Charities Act 2011 rather than the Companies Act 2006. Accordingly, we have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with regulations made under section 154 of that Act.

AUDITOR'S RESPONSIBILITIES FOR THE AUDIT OF THE FINANCIAL STATEMENTS

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent of which our procedures are capable of detecting irregularities, including fraud is detailed below:

- We have considered the nature of the industry and sector, control environment and business performance, including the design of the charity's remuneration policies.
- We have enquired with management in regards to their own assessment of the risks of irregularities, including fraud
- We have obtained relevant documentation and representations in order to form an opinion on potential irregularities, including fraud
- Our audit work is limited to samples inherently used under International Auditing Standards, therefore not all transactions are reviewed so the detection of irregularities, including fraud is limited to this
- Any matter we identified have obtained and reviewed the charity's documented policies and procedures relating to:
 - Identifying, evaluating and complying with laws and regulations and whether they are aware of any non compliance
 - Detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected or alleged fraud
 - The internal controls established to mitigate risks of fraud or non-compliance with laws and regulations

As a result of these procedures, we considered the opportunities and incentives that may exist within the organisation for fraud and identified the greatest potential for fraud is in relation to overstatement of revenue. In common with all audits under ISAs (UK). We are also required to perform specific procedures to respond to the risk of management override.

FINANCIAL STATEMENTS FOR THE YEAR ENDED 31ST MARCH 2021

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF CAMBRIDGE WOMEN'S RESOURCES CENTRE LIMITED

We also obtained an understanding of the legal and regulatory environment and frameworks in which the charity operates, focusing on provisions of those laws and regulations that had a direct effect on the determination of material amounts and disclosures in the financial statements. The key laws and regulations we considered in this context included the UK Companies Act and local tax legislation.

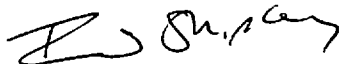
In addition, we have queried with management the need for any other provisions for other laws and regulations which do not have a direct effect on the financial statements, but compliance which may be fundamental for the charity to operate or to avoid a material penalty.

Relevant identified laws and regulations were communicated within the engagement team so they remained alert throughout the audit for indications of fraud or non-compliance.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

USE OF THIS REPORT

This report is made solely to the charitable company's trustees, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to charitable company's trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's trustees as a body, for our audit work, for this report, or for the opinions we have formed.



IAN SHIPLEY FCCA (Senior Statutory Auditor)

FOR AND ON BEHALF OF

PRENTIS & CO LLP

CHARTERED ACCOUNTANTS & STATUTORY AUDITORS

115c Milton Road

Cambridge

CB4 1XE

17th December 2021

Prentis & Co LLP is eligible to act as an auditor in terms of section 1212 of the Companies Act 2016.

FINANCIAL STATEMENTS FOR THE YEAR ENDED 31ST MARCH 2021

STATEMENT OF FINANCIAL ACTIVITIES

		2021	2021	2021	2020	2020	2020
		Unrestricted	Restricted	Total	Unrestricted	Restricted	Total
		Funds	Funds	Funds	Funds	Funds	Funds
	Notes	£	£	£	£	£	£
INCOME							
Donations and bursaries	2	1756	2800	4556	3481	-	3481
Grant income	3	-	422080	422080	-	247685	247685
Total income		<u>1756</u>	<u>424880</u>	<u>426636</u>	<u>3481</u>	<u>247685</u>	<u>251166</u>
EXPENDITURE							
Expenditure on charitable activities	4	<u>2318</u>	<u>229480</u>	<u>231798</u>	<u>2964</u>	<u>253359</u>	<u>256323</u>
Total expenditure		<u>2318</u>	<u>229480</u>	<u>231798</u>	<u>2964</u>	<u>253359</u>	<u>256323</u>
NET INCOME/(EXPENDITURE) FOR THE YEAR							
Transfers between funds		-	-	-	24878	(24878)	-
NET MOVEMENT IN FUNDS		<u>(562)</u>	<u>195400</u>	<u>194838</u>	<u>25395</u>	<u>(30552)</u>	<u>(5157)</u>
RECONCILIATION OF FUNDS							
Total funds brought forward		<u>91042</u>	<u>16816</u>	<u>107858</u>	<u>65647</u>	<u>47368</u>	<u>113015</u>
TOTAL FUNDS CARRIED FORWARD		<u>90480</u>	<u>212216</u>	<u>302696</u>	<u>91042</u>	<u>16816</u>	<u>107858</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 13 to 18 form part of these financial statements.

FINANCIAL STATEMENTS FOR THE YEAR ENDED 31ST MARCH 2021

BALANCE SHEET

	Notes	2021 £	£	2020 £	£
FIXED ASSETS					
Tangible assets	9		12876		1770
CURRENT ASSETS					
Debtors: amounts falling due within one year	10	38473		30116	
Cash at bank and in hand		272456		88449	
TOTAL CURRENT ASSETS		<u>310929</u>		<u>118565</u>	
CREDITORS: amounts falling due within one year	11	<u>21109</u>		<u>12477</u>	
NET CURRENT ASSETS			<u>289820</u>		<u>106088</u>
NET ASSETS			<u>302696</u>		<u>107858</u>
THE FUNDS OF THE CHARITY					
Unrestricted income funds	13		90480		91042
Restricted income funds	13		212216		16816
TOTAL CHARITY FUNDS			<u>302696</u>		<u>107858</u>

These financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small charitable companies.

The financial statements were approved by the Board of Trustees on 16 December 2021 and were signed on its behalf by:

Ila Chandavarkar

.....
Ila Chandavarkar
TRUSTEE

Company Number: 02192672 England & Wales

The notes on pages 13 to 18 form part of these financial statements.

FINANCIAL STATEMENTS FOR THE YEAR ENDED 31ST MARCH 2021

STATEMENT OF CASH FLOWS

	Notes	2021 £	2020 £
NET CASH INFLOW/(OUTFLOW) FROM OPERATING ACTIVITIES	16	<u>199830</u>	<u>(9452)</u>
CASH OUTFLOW FROM INVESTING ACTIVITIES			
Equipment additions		(13345)	-
Leasehold improvements costs		<u>(2478)</u>	<u>-</u>
NET CASH USED IN INVESTING ACTIVITIES		<u>(15823)</u>	<u>-</u>
INCREASE/(DECREASE) IN CASH AND CASH EQUIVALENTS IN YEAR		184007	(9452)
Cash and Cash Equivalents at beginning of year		<u>88449</u>	<u>97901</u>
CASH AND CASH EQUIVALENTS AT END OF YEAR		<u>272456</u>	<u>88449</u>

FINANCIAL STATEMENTS FOR THE YEAR ENDED 31ST MARCH 2021

NOTES TO THE FINANCIAL STATEMENTS

1. ACCOUNTING POLICIES

(a) BASIS OF PREPARATION OF FINANCIAL STATEMENTS

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1st January 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Cambridge Women's Resources Centre 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 note.

(b) PREPARATION OF ACCOUNTS ON A GOING CONCERN BASIS

As detailed in the Trustees' Report, none of the major funders of the charity are able to give long-term guarantees of funding. However, the charity has a number of grants and awards in place which give the Trustees reasonable confidence that sufficient funding will be secured beyond the current year. The Trustees have assessed the cash flow needs of the charity and believe that the cash flow issues will not affect the charity's ability to continue its operation. In particular the trustees and management of the charity have put in place measures to generate new sources of revenue.

The Trustees therefore consider that it is appropriate to prepare the financial statements on the going concern basis.

(c) INCOME RECOGNITION

All incoming resources are included on the Statement of Financial Activities when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy.

(d) EXPENDITURE RECOGNITION

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

(e) TANGIBLE FIXED ASSETS

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Leasehold improvements	- straight line over the lease period (5 years)
Equipment	- straight line over 3 - 4 years

Tangible fixed assets costing more than £1000 are capitalised and included at cost including any incidental expenses of acquisition.

(f) TAXATION

The charity is exempt from corporation tax on its charitable activities.

(g) FUND ACCOUNTING

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the Trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

(h) HIRE PURCHASE AND LEASING COMMITMENTS

Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight line basis over the period of the lease.

(i) PENSION COSTS AND OTHER POST-RETIREMENT BENEFITS

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

(j) DONATED GIFTS

During the year the charity had been donated items for prizes in raffles, etc. As these items have a limited monetary value no financial value has been accounted for in these financial statements as a donation.

FINANCIAL STATEMENTS FOR THE YEAR ENDED 31ST MARCH 2021

NOTES TO THE FINANCIAL STATEMENTS cont

2.	DONATIONS AND OTHER INCOME	2021	2021	2021	2020	2020	2020
		Unrestricted Funds	Restricted Funds	Total Funds	Unrestricted Funds	Restricted Funds	Total Funds
		£	£	£	£	£	£
	Donations	83	-	83	1356	-	1356
	Other income	-	-	-	135	-	135
	Fees	-	-	-	160	-	160
	Other fundraising	1673	2800	4473	1830	-	1830
		<u>1756</u>	<u>2800</u>	<u>4556</u>	<u>3481</u>	<u>-</u>	<u>3481</u>
3.	GRANT INCOME	2021	2021	2021	2020	2020	2020
		Unrestricted Funds	Restricted Funds	Total Funds	Unrestricted Funds	Restricted Funds	Total Funds
		£	£	£	£	£	£
	Cambridge City Council	-	53250	53250	-	38000	38000
	Cambridgeshire County Council	-	119000	119000	-	5000	5000
	Cambridge Community Foundation	-	25000	25000	-	-	-
	Cambridge Police	-	3000	3000	-	-	-
	DASV	-	1000	1000	-	-	-
	Comic Relief	-	100000	100000	-	2000	2000
	Henry Smith	-	30000	30000	-	-	-
	White Ribbon	-	4350	4350	-	-	-
	Dawn Project	-	72480	72480	-	131063	131063
	Mind Fund	-	-	-	-	15397	15397
	BAM4Change	-	5500	5500	-	-	-
	Well Being Project	-	-	-	-	3500	3500
	Evelyn Trust	-	-	-	-	4800	4800
	Lloyds Invest In	-	-	-	-	33300	33300
	Peterborough Community Fund	-	8500	8500	-	8500	8500
	Pledge	-	-	-	-	1650	1650
	CAG Grants	-	-	-	-	4475	4475
		<u>-</u>	<u>422080</u>	<u>422080</u>	<u>-</u>	<u>247685</u>	<u>247685</u>
4a.	EXPENDITURE ON CHARITABLE ACTIVITIES - CURRENT YEAR	Note					
				Direct Charitable Activities	Support Costs	Total	2021
				£	£	£	£
	Staff costs	8		94473	40489	134962	
	Sessional workers			13727	-	13727	
	Recruitment			-	439	439	
	Rent			-	40608	40608	
	Utilities			-	(12187)	(12187)	
	Insurance			-	5820	5820	
	Telephone			85	85	170	
	Postage, stationery and printing			1625	1625	3250	
	Sundries			807	-	807	
	Subscriptions and publications			-	1413	1413	
	Staff training and travel			-	2905	2905	
	Repairs and renewals			-	7837	7837	
	IT support			-	13130	13130	
	Project costs			5420	-	5420	
	Governance costs	5		-	8452	8452	
	Bank charges			-	328	328	
	Depreciation			4717	-	4717	
				<u>120854</u>	<u>110944</u>	<u>231798</u>	

FINANCIAL STATEMENTS FOR THE YEAR ENDED 31ST MARCH 2021

NOTES TO THE FINANCIAL STATEMENTS cont

4b.	EXPENDITURE ON CHARITABLE ACTIVITIES - PRIOR YEAR		Direct Charitable Activities £	Support Costs £	Total 2020 £
		Note			
	Staff costs	8	94747	40606	135353
	Rent		-	36789	36789
	Utilities		-	27464	27464
	Insurance		-	5327	5327
	Telephone		984	984	1968
	Postage, stationery and printing		1197	1197	2394
	Sundries		429	-	429
	Staff training and travel		-	5257	5257
	Repairs and renewals		-	6284	6284
	IT support		-	6787	6787
	Volunteer expenses		414	-	414
	Project costs		22661	-	22661
	Governance costs	5	-	4119	4119
	Bank charges		-	192	192
	Depreciation		885	-	885
			<u>121317</u>	<u>135006</u>	<u>256323</u>

5.	GOVERNANCE COSTS		2021 £	2020 £
	Trustees expenses		26	414
	Legal and professional fees		5282	1155
	Auditors' remuneration		3144	2964
			<u>8452</u>	<u>4533</u>

6.	NET INCOME		2021 £	2020 £
	Net income is stated after charging:			
	Auditors' remuneration		3144	2964
	Other operating leases		40608	36789

APB ETHICAL STANDARD - PROVISIONS AVAILABLE FOR SMALL ENTITIES

In common with many other charities of our size and nature we use our auditors to assist us with the preparation of the financial statements.

7. TRUSTEES' EXPENSES
During the year Trustees were reimbursed £26 (2020: £414) against expenses.

There were no Trustees' remuneration or other benefits for the year ended 31st March 2021 nor for the year ended 31st March 2020.

8.	STAFF COSTS		2021 £	2020 £
	Wages and salaries		122501	121577
	Social security costs		9535	7588
	Other pension costs		2926	6188
			<u>134962</u>	<u>135353</u>

During the year, no employee received emoluments in excess of £60,000.

The key management are considered to be the trustees, CEO and 2 other managers.

FINANCIAL STATEMENTS FOR THE YEAR ENDED 31ST MARCH 2021

NOTES TO THE FINANCIAL STATEMENTS cont

The average monthly number of employees during the year was as follows:		2021	2020
Charitable activities		<u>6</u>	<u>8</u>
9a.	TANGIBLE FIXED ASSETS	Leasehold	
	- CURRENT YEAR	Improvements	Equipment
	COST	£	£
	At 1st April 2020	4425	14801
	Additions	2478	13345
	At 31st March 2021	<u>6903</u>	<u>28146</u>
	DEPRECIATION		
	At 1st April 2020	2655	14801
	Charge for year	1381	3336
	At 31st March 2021	<u>4036</u>	<u>18137</u>
	NET BOOK VALUE		
	At 31st March 2021	<u>2867</u>	<u>10009</u>
9b.	TANGIBLE FIXED ASSETS	Leasehold	
	- PRIOR YEAR	Improvements	Equipment
	COST	£	£
	At 1st April 2019 and 31st March 2020	4425	14801
	DEPRECIATION		
	At 1st April 2019	1770	14801
	Charge for year	885	-
	At 31st March 2020	<u>2655</u>	<u>14801</u>
	NET BOOK VALUE		
	At 31st March 2020	<u>1770</u>	<u>-</u>
10.	DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR	2021	2020
		£	£
	Prepayments and accrued income	17817	8500
	Trade debtors	16928	21616
	Other debtors	3728	-
		<u>38473</u>	<u>30116</u>
11.	CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR	2021	2020
		£	£
	Trade creditors	1583	1948
	Social security and other taxes	11044	2188
	Other creditors	-	426
	Accrued expenses	8482	7915
		<u>21109</u>	<u>12477</u>
12.	OPERATING LEASE COMMITMENTS	Land & Building	
	The following operating lease payments the total committed to be paid:	2021	2020
		£	£
	Within one year	46000	17000
	Between one and five years	75000	34000
	Total commitments	<u>121000</u>	<u>51000</u>

FINANCIAL STATEMENTS FOR THE YEAR ENDED 31ST MARCH 2021

NOTES TO THE FINANCIAL STATEMENTS cont

13a.	MOVEMENT IN FUNDS				
	CURRENT YEAR				
	At 1.4.20 £	Incoming resources £	Resources expended £	Transfers £	At 31.3.21 £
Unrestricted funds					
General fund	91042	1756	(2318)	-	90480
Restricted funds					
The Dawn Project	16816	72480	(39146)	-	50150
BAM4Change	-	5500	(2971)	-	2529
Cambridge City Council	-	53250	(28761)	-	24489
Cambridge Police	-	3000	(1620)	-	1380
Cambridge Community Foundation	-	25000	(13503)	-	11497
Comic Relief	-	100000	(54011)	-	45989
Henry Smith	-	30000	(16203)	-	13797
Peterborough Community Fund	-	8500	(4591)	-	3909
Cambridgeshire County Council	-	119000	(64273)	-	54727
White Ribbon	-	4350	(2349)	-	2001
Other restricted donations	-	2800	(1512)	-	1288
Education grant	-	1000	(540)	-	460
	<u>16816</u>	<u>424880</u>	<u>(229480)</u>	<u>-</u>	<u>212216</u>
TOTAL FUNDS	<u>107858</u>	<u>426636</u>	<u>(231798)</u>	<u>-</u>	<u>302696</u>
13b.	MOVEMENT IN FUNDS				
	- PRIOR YEAR				
	At 1.4.19 £	Incoming resources £	Resources expended £	Transfers £	At 31.3.20 £
Unrestricted funds					
General fund	65647	3481	(2964)	24878	91042
Restricted funds					
The Dawn Project	-	131063	(104247)	(10000)	16816
Ministry of Justice	26076	-	(26076)	-	-
Cambridge City Council	4349	38000	(42349)	-	-
Cambridgeshire County Council	-	5000	(5000)	-	-
Comic Relief	-	2000	(2000)	-	-
Mind Fund	12693	15397	(23212)	(4878)	-
NatWest Skills	4250	-	(4250)	-	-
Well Being Project	-	3500	(3500)	-	-
Evelyn Trust	-	4800	(4800)	-	-
Lloyds Invest In	-	33300	(23300)	(10000)	-
Peterborough Community Fund	-	8500	(8500)	-	-
Pledge	-	1650	(1650)	-	-
CAG Grants	-	4475	(4475)	-	-
	<u>47368</u>	<u>247685</u>	<u>(253359)</u>	<u>(24878)</u>	<u>16816</u>
TOTAL FUNDS	<u>113015</u>	<u>251166</u>	<u>(256323)</u>	<u>-</u>	<u>107858</u>

The General reserve represents the free funds of the charity which are not designated for particular purposes.

Ministry of Justice**The Dawn Project**

Provides services to divert women from custody and from repeat offending.

Cambridge City Council

The funding is to support the provision of: accredited training in ESOL, Basic Skills and ICT; job search and IAG services; personalised services for women with multiple problems including those who are in or at risk of being in the criminal justice system and those experiencing mental health problems.

FINANCIAL STATEMENTS FOR THE YEAR ENDED 31ST MARCH 2021

NOTES TO THE FINANCIAL STATEMENTS cont

14.	ULTIMATE CONTROLLING PARTY The charity is controlled jointly by its Trustees.		
15.	LIABILITY OF THE MEMBERS The charity is limited by guarantee. In the event of the charity being wound up, the liability of the members is limited to £1.		
16.	RECONCILIATION OF NET MOVEMENT IN FUNDS TO NET CASH FLOW FROM OPERATING ACTIVITIES	2021 £	2020 £
	Net movement in funds	194838	(5157)
	Add: Depreciation	4717	885
	Increase in debtors	(8357)	(2958)
	Increase/(decrease) in creditors	8632	(2222)
	NET CASH INFLOW FROM OPERATING ACTIVITIES	<u>199830</u>	<u>(9452)</u>