

COMPANY REGISTRATION NUMBER: NI032846
CHARITY REGISTRATION NUMBER: NIC106084

Fermanagh Women's Aid
Company Limited by Guarantee
Financial Statements
31 March 2023

CRUDDEN DOLAN LIMITED

Chartered Accountants & statutory auditor
23-25 Darling Street
Enniskillen
Co Fermanagh
BT74 7DP

Fermanagh Women's Aid
Company Limited by Guarantee
Financial Statements
Year ended 31 March 2023

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Fermanagh Women's Aid

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

Year ended 31 March 2023

The trustees, who are also the directors for the purposes of company law, present their report and the financial statements of the company for the year ended 31 March 2023.

Reference and administrative details

Registered charity name	Fermanagh Women's Aid
Charity registration number	NIC106084
Company registration number	NI032846
Principal office and registered office	Safe Hands Centre 19 Darling Street Enniskillen Co Fermanagh BT74 7DP

The trustees

Mc A McKinney	(Appointed 22 May 2023)
Ms C Allen	
Ms Kremer	
Ms M E Kelly	(Served from 29 November 2021 to 24 October 2022)
Ms P F Lyness	
Dr S Maguire	
Ms T J Maguire	(Appointed 20 February 2023)
Ms A Flanagan	(Appointed 20 June 2022)
Ms D Blake	(Appointed 26 September 2022)
Ms M Feehill	(Appointed 10 August 2022)
Dr P Gilleece	(Appointed 26 September 2022)
Ms T Campbell	(Served from 24 January 2022 to 22 August 2022)
Ms T McGarvey	(Served from 21 March 2022 to 15 December 2022)

Company secretary Claire Allen

Auditor Crudden Dolan Limited
Chartered Accountants & statutory auditor
23-25 Darling Street
Enniskillen
Co Fermanagh
BT74 7DP

Bankers Bank of Ireland Current Account
Townhall Street
Enniskillen
Co Fermanagh
BT74 7BD

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

Year ended 31 March 2023

Structure, governance and management

Fermanagh Women's Aid is affiliated to Women's Aid Federation Northern Ireland (WAFNI). Its purpose and objects are, inter alia, to support women and children who have been or are victims and survivors as a result of Domestic Violence and Abuse. It offers sanctuary, community support and aftercare service where the practical, emotional, social and educational needs of those women and children may be met in a safe environment of empowerment and self-help.

The Board of Directors are the decision-making body of Fermanagh Women's Aid. The Board of Fermanagh Women's Aid for the year ended 31st March 2023 comprised:

NAME	APPOINTMENT	RESIGNATION	ROLE
Jane Kremer	19 th November 2021		Chairperson
Claire Allen	19 th November 2021		Secretary
Patricia Lyness	19 th November 2021		Vice-Chair
Margaret Kelly	29 th November 2021	25 th October 2022	
Stephanie Maguire	14 th December 2021		
Tiffiney Campbell	24 th January 2022	22 nd August 2022	
Therese Mc Garvey	21 st March 2022	15 th December 2022	
Anita Flanagan	21 st June 2022		
Martina Freehill	10 th August 2022		
Patricia Gilleece	26 th September 2022		
Darina Blake	26 th September 2022		
Tara Maguire	20 th February 2023		

The women who sit on the Board as trustees of the charity and Directors of the company represent a range of backgrounds and communities. They bring management skills, and financial skills, as well as extensive experience in community work and development, fundraising and volunteering. There is a structured and detailed process to recruit new Trustees/Directors that is in line with the organisation's Equal Opportunities for Staff and Volunteers Policy and the Memorandum and Articles of Association. Fermanagh Women's Aid has a process for the recruitment and induction of trustees. New trustees will have the opportunity to attend induction training, including: Safeguarding, Governance and Domestic Violence Awareness, and will be provided with Board policies for their role and an Induction Handbook. Depending on the need identified to ensure effective governance, the Board will receive support from external consultants and support personnel on issues such as organisational strategy and employment law.

None of the Trustees/Directors have a financial interest in the company. Any private benefit flowing from the charity's purposes is purely incidental to the public benefit.

The Trustees/Directors receive quarterly reports from the CEO of Fermanagh Women's Aid, Mary McCann and the day-to-day operational management of Fermanagh Women's Aid lies with the CEO.

Under the CEO, staff operate in a number of roles including: Development Manager, Domestic and Sexual Violence Services Team Leader, Domestic and Sexual Violence Support Workers (Floating Support Workers), Children's and Young People's Team Leader, Children's and Young People's Support Workers, Training Coordinator, Finance Manager and Triage Worker / Volunteer Coordinator.

Regular team meetings and supervision are carried out by Line Managers and other designated staff, which ensures that members of the organisation function as a closely knit team and that staff development is a priority. WAFNI and external training organisations provide various training courses which staff attend.

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

Year ended 31 March 2023

In addition to its staff, Fermanagh Women's Aid relies on a core group of volunteers who provide a range of services, including Administration, Court Support, Home Support, Transport, Accompaniment to Appointments and On-Call in the Refuge Accommodation. These volunteers, are Access NI checked, required to participate in both internal and external training courses, and are supported and supervised by the Volunteer Coordinator.

Management, in consultation with staff and service users have in place a Risk Management Strategy which assesses areas of risk: Governance, Operational, Financial, Environmental/External and Compliance (law and regulation) and service provision: Floating Support / Refuge Accommodation, Children's Services, and Management and Finance.

Objectives and activities

The charity bases its services around a core philosophy and ethos of self-help. Victims are encouraged to take responsibility for their own recovery and regain their self-respect and self-esteem through exercising control of their everyday lives. We offer a safe Crisis Accommodation, support and listening service to women who require it. Other important assistance includes a 24-hour Helpline, practical assistance and long-term support. The charity also recognises the importance of providing education to service users and other appropriate outside bodies and organisations on the effect of Domestic and Sexual Violence on women, children and extended family.

The core aims of Fermanagh Women's Aid are:

To relieve distress, suffering and poverty by the provision of safe temporary accommodation for women and their children, young people and vulnerable adult dependents who are, may be, or have been, experiencing domestic, sexual or gender-based violence or abuse;

- To relieve distress, suffering and poverty experienced by women and their children, young people and vulnerable adult dependents by providing and/or promoting a range of support services such as information, advice centres, confidential services, counselling, outreach, court support, training and advocacy;
- To relieve those in need by the provision of information and advice for those affected by domestic, sexual or gender-based violence or abuse and referral to relevant support agencies;
- To advance education on violence against women and girls, including trafficking and exploitation, and its effects, and to relieve those in need by promoting its prevention and the protection of those affected;
- To advance education on domestic, sexual and gender-based violence and abuse and their effects, and to advocate for and to relieve those in need by promoting their prevention and the protection of those affected;
- To advance women's and children's human rights and gender equality to relieve the suffering and distress caused by violence emanating from the violation, impairment or nullification of enjoyment of their human rights and fundamental freedoms.

Fermanagh Women's Aid

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

Year ended 31 March 2023

Fermanagh Women's Aid recognises the continued importance of raising awareness of the services that they offer and the issues relating to Domestic and Sexual Violence. It is also important that the organisation continues to provide services at the current level to meet the presenting need and in this way, meet the public benefit requirements of the Charity Commission NI.

Domestic and Sexual Violence is a crime that affects all social classes, traditions and backgrounds and the risk of Domestic and Sexual Violence, among women, does not differ much by ethnic origin.

The organisation is specifically aimed at assisting women and children who are living with or who have experienced Domestic and Sexual Violence by providing a co-ordinated approach to meeting their needs either through safely maintaining their tenancies or in leaving their home and accessing alternative safe accommodation. Those who require Crisis Accommodation are supported to seek new tenancies and offered resettlement support. Those clients who find alternative safe accommodation will be provided further support until such time as they feel ready to move on. Many of the target group avail of the Personal Development Programmes and assistance that Fermanagh Women's Aid facilitate to improve self-esteem and self-worth.

We have had regard to the Charity Commission NI guidance on public benefit in all our objectives and activities and assert that no harm flows from any of our charitable purposes.

Achievements and performance

Key Statistical Performance in 2022/2023:

- We supported 392 women and 287 children;
- Our Refuge Accommodation housed 9 women and 4 children;
- Floating Support Services and Safety and Wellbeing Women's Worker engaged in 1,562 centre/home/refuge visits and 2,240 text/phone/email and online support to women;
- Children's Services and Safety and Wellbeing Children's Worker engaged in 1308 home/centre/school visits and 1277 text/phone/email and online support to children and parents/guardians;
- We facilitated Personal Development Programmes: two My Life My Choice groups (16 women), two Journey to Freedom groups (17 women); with one My Life My Choice and one Journey to Freedom groups ongoing. Additional programmes delivered include: Digital Storytelling (8 women) and Creative Writing (7 women). We co-facilitated two programmes with Omagh Women's Aid: Hope in Common (12 women) and Right to be Safe (33 women)
- 445 individuals were trained in Domestic Violence Awareness.
- Staff engaged in 26 Learning and Development Training Sessions, totalling approx. 1222 hours for staff.
- Volunteers engaged in 798 hours of volunteering activities, travelling 1530 miles.
- Staff travelled approx. 26,394 miles.

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Year ended 31 March 2023

Key Funds Secured in 2022/23:

FUNDER	AMOUNT	TERMS
NIHE Floating Support	137,735	Ongoing
NIHE Supporting People	71,222	Ongoing
Western Health & Social Care Trust Grant Award	57,161	Ongoing
Allstate NI	3,572	One Off Grant
BBC Children in Need	33,005	Annually for 2 Years
Fermanagh and Omagh District Council – Slow Cooker Programme	300	1 Year Project/Grant
Fermanagh & Omagh PCSP – Right to be Safe Project	7,320	1 Year Project/Grant
Fermanagh & Omagh PCSP – Where the Blames Lies Conference	2,500	One Off Grant
Henry Smith Charity	22,000	Annually for 3 Years
Henry Smith Charity – Covid-19 Long Term Support	33,700	Annually for 3 Years
Homeless Connect	203	One Off Grant
Leathersellers	20,000	Annually for 4 Years
National Lottery Community Fund	123,559	Annually for 4 Years
Nationwide Community Fund	24,972	Annually for 2 Years
Open College Network	3,000	1 Year Project/Grant
Rotary Club	3,300	Non-Recurring Grant Award
Western Outcomes Group – Hope in Common Project	5,000	1 Year Project/Grant
WAFNI – Christmas Funding for Women & Children	1,000	Non-Recurring Grant Award
Business Management Activities	14,384	Ongoing
Conference	31,841	Ongoing
Fundraising Activities	24,262	Ongoing
Training Activities	3,684	Ongoing
Housing Management Income	8,848	Ongoing

Key Performances for Fermanagh Women's Aid 2022/2023:

- **Supporting People Quality Monitoring Tool (QMT) Refuge Accommodation:** We participated in the QMT process with Supporting People, which monitors and assesses our Refuge Accommodation; the journey of the women and children who are accommodated and supported from referral to exit. Staff and service users participated in interviews with Supporting People and we submitted a desktop exercise of our documents and resources. We Passed our QMT, with very positive feedback, and no recommendations.
- **Updating Floating Support and Children's and Young People's Services Resources:** During a Focus Group with Young People, we sought their views and recommendations on resources for Children and Young People and through this we developed a brand-new handbook for Young

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Year ended 31 March 2023

People: '#That's Not Love'. This new handbook provides information on relationship (healthy / unhealthy), consent, sexual coercion, end a relationship and support & guidance. We also updated and reviewed our Floating Support handbook for Women with our new branding, updated information on service delivery, domestic abuse information, legislation and policy information.

- **Where the Blames Lies Conference:** We hosted our Conference on 8th and 9th March in the Lough Erne Resort, focused on domestic abuse, risk escalation and domestic homicide, with international renowned speakers: Sarah Travers (Compere), Mary Mc Cann, Don Hennessey, Emma Murphy, Anthony Mc Nally, David Challen, Rachel Williams, Anne Marks, Julie Wilson, Jane Monkton Smith, Frank Mullane, Karen Ingala Smith and Laura Richards. Our Conference examined the inter connected conditions which escalate risk and the interventions that can mitigate those risk. Our speakers shared with us 'Where the Blame Lies' and how we can save lives. 306 individuals attended the conference over 2 days, from a range of domestic abuse support services in Northern Ireland and Republic of Ireland, statutory agencies, community and voluntary groups. We were fortunate to provide the opportunity for survivors of domestic abuse to also attend our conference through sponsored tickets.

Each of these key achievements of 2022/2023 deliver public benefit as required under the Charity Commission NI guidance.

The range of services offered by Fermanagh Women's Aid are:

Refuge Accommodation

The accommodation has 6 to 8 beds and comprises of self-contained units with communal areas for cooking, laundry and television. The accommodation provides a safe haven – a place of respite, safety and comfort. Women, children and young people are made to feel at home and take responsibility for its day-to-day running, doing their own cooking, cleaning and laundry, etc.

There is no set limit on how long the women may stay as this can depend on their own individual circumstances. Any period of time from two days to several months, longer if they are waiting to be rehoused.

Funding for the Refuge Accommodation comes from the Northern Ireland Housing Executive's Supporting People initiative.

Outreach services

This includes 4 Domestic and Sexual Violence Workers (Floating Support Workers) and 3 Children's Services Workers. Alongside a Safety and Wellbeing Women's Support Worker and Safety and Wellbeing Children's Support Worker (Safety and Wellbeing Project). Fermanagh Women's Aid provides support to women, children, and young people within the community experiencing Domestic Violence and Abuse.

In particular, outreach services help to promote awareness and support within remote rural areas. Therefore, services based in the outreach communities are essential for Fermanagh Women's Aid to fully address its remit for reaching out to all potential users.

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Year ended 31 March 2023

Support and information

The support and information service provided by the Safe Hands Centre from 9.00am to 5.00pm Monday to Thursday and 9.00am to 4.00pm on Friday;

NEXUS NI operate a 24-hour Domestic and Sexual Violence Helpline outside of office hours;

A 24-hour On-Call Rota System ensures that a member of staff is always on call to deal with any admissions to or emergency situations to the Refuge Accommodation;

Women or statutory agencies and community/voluntary groups may call for support, guidance and information on Domestic Violence and Abuse and the services provided by Fermanagh Women's Aid;

We operate a drop-in service (walk in) which is open to all women who are currently experiencing or have experienced Domestic Violence and Abuse at some stage, whether or not they have used the services of Fermanagh Women's Aid in the past.

Prevention work in schools

Fermanagh Women's Aid delivers Healthy Relationships Programmes in post-primary schools and Social

Guardian Training to teachers in primary schools in Co. Fermanagh. This work is vitally important and highlights the difficulties children and young people face in their daily lives.

Personal Development Programmes

Fermanagh Women's Aid offers a wide range of Personal Development Programmes throughout the year to women both internally and externally, with the aim of increasing confidence, self-esteem, improving mental wellbeing and understanding and awareness of Domestic Violence and Abuse and its impact:

- My Life My Choice
- Journey to Freedom

Domestic Violence and Abuse Awareness

Our Training Coordinator delivers Domestic Violence and Abuse Awareness within the community to statutory agencies and community/voluntary groups, including:

- Level 2 in Domestic and Sexual Violence Awareness (OCN Endorsed or Unendorsed) (Full Day)
- Domestic Violence and Abuse Awareness Sessions (1hr, 2hr, Half Day or Full Day)
- Bespoke Training, e.g. 'In Safe Hands' Domestic and Sexual Violence Awareness for Hairdressers and Beauticians

Service delivery

All staff, volunteers and service users are given the opportunity to contribute to and influence the development of service delivery, through consultations, quarterly briefs and Focus Groups.

Regular house meetings at Refuge Accommodation with service users and Information Sharing Meetings with staff routinely encourage feedback and evaluation of services provided and organisational issues.

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Year ended 31 March 2023

Monitoring

We routinely collect statistical information on the number of referrals, service user monitoring and weekly activities of staff and volunteers; this information forms our Annual Report and Impact Report (available upon request). The information obtained is used for service improvement, understanding emerging Domestic Violence and Abuse trends and used to inform funders, statutory agencies and the general public of the level and nature of the work carried out by Fermanagh Women's Aid.

Evaluation forms are completed at the end of each Personal Development Programme, children and young people complete an evaluations questionnaire at commencement and exiting from the service and a sample selection of women will complete an Exit Questionnaire; all with the intention of providing user experience's comments on services delivered and areas for improvement.

Service users' views and experiences, in terms of qualitative feedback, are taken on board and used to inform the development of future services based on women's needs rather than those of Fermanagh Women's Aid.

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Year ended 31 March 2023

Financial review

Fermanagh Women's Aid is heavily dependent on the continuing support of its numerous funders and continually needs to monitor its financial requirements and submit claims for finance and seek new sources of finance. Most of the funders provide funding restricted to specific objectives.

At 31st March 2023, the unrestricted reserves were £134,491 and restricted reserves were £177,301

The charity also carries out traditional fundraising activities but its unrestricted reserves are comparatively small.

Reserves policy

The Trustees/Directors endeavour to maintain adequate unrestricted reserves to sustain and develop the services provided by Fermanagh Women's Aid. Reserves describe Fermanagh Women's Aid funds that are freely available to fund its general operations and so are not subject to commitments, planned expenditure or other restrictions. They help Fermanagh Women's Aid manage its resources.

The purpose of Fermanagh Women's Aid reserves is to protect staff in the case of redundancy. Sufficient funds must be available in the case of company dissolution and we are committed to securing reserves to meet this demand. Reserves help Fermanagh Women's Aid to match its requirements and no more, otherwise Fermanagh Women's Aid would hold reserves that are unnecessarily high.

Future plans

- Promotion
 - To promote a proactive approach to the effective use of media and marketing in Fermanagh
 - To participate fully in the Western Domestic Violence Partnership and subsequent subgroups
 - To participate fully in Change Management Process within Women's Aid NI
 - To continue to develop preventative work, particularly within the school environment with Healthy Relationships Programmes
 - To continue to monitor and improve services
 - To continue to endeavour to gain the financial support of the local council and the development our partnership with the Policing, Community and Safety Partnership (PCSP)
 - Training
 - To deliver training and awareness of Domestic Violence and Abuse within relevant statutory, voluntary and community agencies; particularly focusing developing partnerships and delivering training to front line emergency services
 - To promote and disseminate effective local inter-agency work practice
 - To provide staff, volunteers and Board Trustees/Directors with the opportunity to acquire recognised qualifications relevant to their roles and responsibilities
 - To develop the sustainability of the post of Training Coordinator.
 - Direct services
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Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2023

- To continue to develop a new building for Refuge Accommodation
 - To continue to manage and support volunteers and their skills within the organisation
 - To improve the accessibility of its services to women and children with disabilities and those from ethnic minorities
 - To develop our Floating Support Services, meeting the presenting and emerging needs of women
 - To develop our Children's and Young People's Services, meeting the presenting and emerging needs of children and young people
 - To develop our service improvement through Focus Groups with Women and Young People
- **Funding**
 - To ensure that adequate funding is available to meet salary, core costs and project costs and to ensure the long-term sustainability of services.
 - To attract funding in response to identified needs of organisation and service users
 - To develop our fundraising profile
 - To continue to nurture our relationships with current and future funders
- **Staff**
 - To recruit for vacancies as appropriate
 - To provide on-going support and supervision for staff and their development
- **BOD**
 - Continue to actively recruit to the Board of Directors, as required, ensuring that we maintain a minimum of 6 Board of Directors
 - Ensure that we define clear Board of Directors roles and responsibilities, and Board of Directors are aware of such at recruitment, induction and continued appointment to the Board.

Thanks

We work with a wide range of organisations and receive funding from a variety of sources. We are grateful to the funders referred to in these financial statements for their support. We are grateful also to the various individuals and organisations that provide non-financial support in enabling Fermanagh Women's Aid to continue with its activities.

Trustees' responsibilities statement

The trustees, who are also directors 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 company trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charitable company and the incoming resources and application of resources, including the income and expenditure, for that period.

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

Year ended 31 March 2023

In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the applicable Charities SORP;
- make judgments and accounting estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the company's transactions and disclose with reasonable accuracy at any time the financial position of the 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 company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Auditor

Each of the persons who is a trustee at the date of approval of this report confirms that:

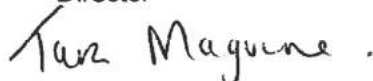
- so far as they are aware, there is no relevant audit information of which the company's auditor is unaware; and
- they have taken all steps that they ought to have taken as a trustee to make themselves aware of any relevant audit information and to establish that the company's auditor is aware of that information.

Small company provisions

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies' exemption.

The trustees' annual report was approved on 23 October 2023 and signed on behalf of the board of trustees by:

Ms Tara Maguire
Director



Ms Martina Freehill
Director

