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REGISTERED CHARITY NUMBER: 1054154

**FINANCIAL STATEMENTS
FOR THE YEAR ENDED
31 MARCH 2022**

FOR

WOMENS AID FEDERATION OF ENGLAND

Bevan Buckland LLP
Chartered Accountants
And Statutory Auditors
Ground Floor Cardigan House
Castle Court
Swansea Enterprise Park
Swansea
SA7 9LA

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FOR THE YEAR ENDED 31 MARCH 2022

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WOMENS AID FEDERATION OF ENGLAND

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2022

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2022. The trustees have adopted the provisions of 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 1 January 2019).

Reference and administrative information set out on pages one and two form part of this report. 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 102. The board members including the chair and treasurer are appointed by the board. Each appointment is in accordance with the Women's Aid Memorandum and Articles of Association. Women's Aid is required to have a minimum of three board members and a maximum of 12.

Board members are required to act in the best interests of Women's Aid Federation of England and for the benefit of the members as a whole. The board is ultimately responsible for all that Women's Aid does. In order for Women's Aid to perform effectively, day-to-day operational management of the charity is delegated to the Chief Executive.

The board has added to its structures for strategic input through a system of subcommittees, which include board members and relevant staff, and to which are appointed external committee members from member organisations and other experts. These subcommittee members act in an advisory capacity only, but support and strengthen the ability of the subcommittees to advise the board.

The board retains the following duties to:

- ensure that Women's Aid fulfils its charitable objectives;
- determine Women's Aid's overall strategic direction within resource limits;
- monitor the performance of the Chief Executive and her team, holding them to account for the exercise of their delegated powers and delivery against plans and budgets;
- promote and protect Women's Aid's values, integrity, and reputation;
- ensure high standards of governance that command the confidence of all of Women's Aid's staff and stakeholders;
- act with independence and in the interest of WAFE at all time, exercise independent judgement, reasonable care, skill and diligence; and
- promote the success of Women's Aid for the benefit of members by considering the:
 - impact of Women's Aid's actions on the interests of employees;
 - need to foster business relationships with customers/suppliers;
 - impact of Women's Aid's actions on the community and environment.

In fulfilling these duties, the board pays particular attention to:

- maximising the impact and effectiveness of Women's Aid;
- consulting, listening and responding to members;
- identifying and managing risks and harnessing opportunities;
- ensuring prudent use of funds - restricted and unrestricted; and
- ensuring that Women's Aid acts fairly, responsibly, transparently, proportionately and ethically.

Board appointments, induction and training

The board appoints new trustees through a transparent and inclusive recruitment and selection process where board members must be aged over 16 years, meet the skills, knowledge and experience needed for the effective administration of Women's Aid and commit to upholding the organisation's mission and values. The board will be undertaking a governance review and considering additional recruitment plans during 2022/23.

On appointment, new board members receive a comprehensive induction to their role with Women's Aid. Information supplied includes a copy of Women's Aid's Memorandum and Articles of Association, a copy of Women's Aid's latest reports and statement of accounts and an induction pack.

The board recognises a new trustee needs ongoing support to be effective and will follow the six key principles of good governance, as set out in the Women's Aid's Governance Framework.

In order to ensure all trustees receive ongoing support the board will, where realistic:

- have a mentoring programme;
- undertake training;
- take part in trustee or specialist networks;
- have appraisals;
- review their performance; and
- undertake benchmarking.

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Trustees can expect to learn, develop, and be able to take on different responsibilities within the board. The board will be continuing its governance effectiveness review over the next year to ensure it is following good governance practice appropriate to the size, scale and nature of the charity's operations.

Annual General Meeting (AGM)

Women's Aid will invite all full members and board members to the AGM. Copies of the annual report and accounts will be sent to the board members and made available to all other members at the meeting venue.

The notice calling an AGM will be sent to all members 21 days before the meeting date. The notice will set out:

- the date and time of the meeting;
- the venue;
- the details of the business to be considered (which will probably be mandatory items at this stage as members' resolutions may not have been received); and
- an invitation to propose resolutions.

WOMENS AID FEDERATION OF ENGLAND

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2022

OBJECTIVES AND ACTIVITIES

Charitable objectives

The principal activity of the charity is to promote the protection of women and children who have suffered from, or are exposed to, gender-based violence. This includes the preservation and protection of their mental and physical health, the relief of need and the promotion of research and education concerning gender-based violence.

Vision

A world where every woman's right to equality and freedom from violence is unquestioned.

Purpose

Women's Aid exists to use its expertise, knowledge and influence to raise the status of women to a level where violence against them is no longer legitimised or tolerated.

Strategy

Our strategic goals, functions, enablers and focus over the financial year were as follows:

Strategic goal 1: Membership

- To build a sustainable, connected, supported and accountable network of members, who have confidence in Women's Aid's approach and value base and are supported to navigate external contexts including commissioning and sustainability.
- To create a stronger, resilient, accountable network of members aligned with Women's Aid values, that provides quality support to women and children.
- Provide assurance of an expert quality journey, significantly increasing the proportion of our members who have National Quality Standards status and promoting the Standards as best practice to commissioners.
- Protect services by building strong partnerships with Imkaan and second tier women's organisations to support the whole of our membership, with a particular focus on our most marginalised services and survivors.

Strategic goal 2: Direct Services and improved practice and training

Women, their families and their children have access to high quality, needs-led specialist support no matter who, where or when they ask for help. Services for survivors will have access to high quality training and qualifications.

Direct Services

- Expanding the opening hours of the Women's Aid Live Chat, increasing accessibility and reaching out to many more survivors of domestic abuse.
- Further development of high-quality digital services to survivors, their family and friends, and professionals supporting them.
- Breaking down barriers for survivors of domestic abuse trying to access safe accommodation. Challenging institutional discrimination and providing advocacy through the No Woman Turned Away project.

National Training Centre

- Provide consistent, quality training and qualifications to statutory, voluntary, sector and private organisations.
- Ensure that survivors' voices and a needs-led, strength-based and trauma-informed approach is threaded through all that we deliver and that our membership is involved in any development work and national deliveries where possible.

Change That Lasts

- Promote and encourage uptake of the Change that Lasts model for community engagement to ensure that women, their families and children have access to support no matter who they talk to.
- Provide consistent, quality, needs-led, strengths based and trauma-informed training.

Strategic goal 3: Culture

- To work towards becoming a genuinely anti-racist organisation and federation, which centres marginalised survivor voices and promotes a diverse and vibrant federation.
- To ensure training and an infrastructure to ensure we work towards becoming an actively anti-racist organisation including focused work streams, work with members, audit, training and cultural change.

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Strategic goal 4: Policy and Campaigning

Women's Aid amplifies the voices of survivors and members and uses lived experience to transform the collective societal response to domestic abuse.

- Launch a new campaign to change public and professional perceptions and attitudes towards survivors' mental health, and reform the response in order to meet their needs.
- Secure political will for a funding and commissioning landscape that works for specialist women's services, including those led by and for Black and minoritised women.
- Ensure strategy and policy on domestic abuse and VAWG reflects the voices, lived experiences and intersectional needs of all survivors and member services.

Strategic goal 5: Evidence

To strengthen policy and practice so that it meets the needs of survivors and the services supporting them, with an evidence base that centres the voices of diverse survivors.

- Support members and direct services to deliver frontline support and evidence the value of their work to commissioners, funders and other stakeholders through On Track and Routes to Support.
- Embed the learnings from Change That Lasts pilot projects into routine evaluation of national programmes.
- Carry out and promote robust research that centres the voices of diverse survivors and the services who support them on key issues such as Covid-19, the Domestic Abuse Bill and Brexit.

Strategic function: Communications

As both an enabler of change and a strategic function to achieve societal change.

- Reaching as many women experiencing abuse as possible
- Engaging supporters, influencers and decision-makers by having a strong brand identity informed by our values, which lives across our media, social media, publications and events.

Strategic function: Fundraising, Finance and HR

To achieve financial resilience and the ability to resource delivery of our strategy.

Fundraising and Corporate advocacy

- To support the three-year financial plan, to ensure that Women's Aid is financially resilient and able to deliver our strategy, and to improve organisational effectiveness
- To facilitate the implementation of the income generation strategy, to diversify our income and to focus on increasing our unrestricted income.
- Creation of a multi-year financial plan and ensuring that colleagues have relevant, timely information for making management decisions.

Strategic function and enabler: HR

- Continue to work on the racism agenda with the aim of having a diversified, happy workforce.
- Work towards becoming an employer of choice through standard awards and accreditation.

Our activities to achieve each of these are outlined on the following pages.

REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2022

OBJECTIVES AND ACTIVITIES

KEY CHARITABLE OBJECTIVES FOR 2021/22

Strategic goal 1: Membership

To build a sustainable, connected, supported and accountable network of members, who have confidence in Women's Aid's approach and value base and are supported to navigate external contexts including commissioning and sustainability.

- To create a stronger, resilient, accountable network of members aligned with Women's Aid values that provides quality support to women and children, based on Women's Aid values.
- Provide assurance of an expert quality journey, significantly increasing the proportion of our members who have National Quality Standards status and promoting the Standards as best practice to commissioners.
- Protect services by building strong partnerships with Imkaan and second tier women's organisations to support the whole of our membership, with a particular focus on our most marginalised services and survivors.

Quality and Sustainability:

As a direct impact of the pandemic, the membership team suspended all National Quality Standards (NQS) assessments and applications. We were delighted to make a return to this important area of work: in July 2021 we held our first Quality Assessment Panel (QAP) in almost two years. Since then, we have supported ten member services to achieve their National Quality Standards Stage 1 (NQS S1) and one member achieve full National Quality Standards. We supported seven members to improve equality and diversity, four to make governance more robust, and three to prepare for tendering.

The National Quality Standards are more frequently being referenced by commissioners and by government as a measurement tool for good quality services.

Quality Assurance Officers provide mentoring sessions to members that are undertaking the National Quality Standards process. This supports members' understanding of the process and what Women's Aid looks for when assessing evidence. We have evaluated the mentoring sessions in order to define a structure which best supports our members, and following this, a full review and refresh of Women's Aid's National Quality Standards process is underway. We are hopeful that the outcome of this work will allow us to have a more streamlined process and that our request for evidence sources is wholly inclusive. We recognise the structural inequalities experienced by our smaller 'by and for' members and apply intersectional approaches to our support.

In recognition of the intersectional challenges faced by our 'by and for' Black and minoritised member services, in 2020, Women's Aid launched our 'By and For' Black and minoritised Members Action Plan. All teams from across Women's Aid are collaborating on this ambitious and vital piece of work. Women's Aid meets regularly with our Black and minoritised member services in order to identify challenges and needs and provide regular feedback on our progress.

As part of our sustainability work, we have co-facilitated commissioner workshops where information on National Quality Standards was presented. We supported a member with their tender by drafting a letter to their commissioners and supported several members to challenge their local authorities.

We also facilitated a Department for Levelling Up, Housing and Communities (DLUHC) meeting with commissioners and one workshop with members and the Mayor's Office of Police and Crime (MOPAC) staff.

FOI:

Our FOI request in December 2020 to 341 local authorities across England sought to provide information to help the Membership Team build a picture of the funding landscape of commissioned and non-commissioned domestic abuse services across England. We have gathered information from 88% of local authorities and have begun analysis, which we also will use to proactively contact members who have upcoming tenders, to identify any support needs. Initial findings from our analysis indicate that in 2020-21, 391 tenders were commissioned by 141 local authorities (12.6% of local authorities provided no response). Of the 391 commissioned tenders, 54.7% of these went to Women's Aid member services. A full breakdown of the findings will be available in our upcoming FOI report.

CEO Google Group/bulletin:

Our CEO Google forum provides a safe online space for feminist leaders across the federation to support one another, sharing advice and best practice. There are currently over 100 women signed up to the CEO Google group.

We also share news, funding and training opportunities, updates from our Campaigns and Policy team, and more, in our monthly bulletin which is available to all our member services. There are currently 620 subscribers.

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OBJECTIVES AND ACTIVITIES

Members' Area

In response to increased reliance on digital communication during the Covid-19 pandemic, we developed the Members' Area of the Women's Aid website. This now hosts five main sections including:

- a Homepage with news from Women's Aid and member services;
- a Member Benefits page with information on our National Quality Standards and No Woman Turned Away referral pathway;
- a Talk to Us section where members can submit news, a sustainability triage form, and a consultation for members to tell us their key priorities;
- a Connect page hosting a calendar with member events and funding deadlines, information on joining our CEO forum and membership bulletin, a map of member services, and information about staff in the Membership Team;
- a Resources page with a bank of model policies, a directory of potential funding sources, resources for working with children and young people, and a tender-ready checklist.

Children and Young People:

As we approach the end of the second year of Expect Respect, there are 245 Expect Respect Advocates who are delivering the toolkit in schools and educational settings. Together we have reached 10,571 children and young people between July 2021 and April 2022. The Children and Young People team have delivered 10 in-depth training sessions to the Expect Respect Advocates, covering the topics in the toolkit to help them deliver with more confidence. 97% of the Advocates now have more confidence delivering the topics in the toolkit to children and young people, and 98% would recommend this training to other professionals working with children and young people. Strategic development for future CYP work is underway, beginning with an evaluation of current projects and expansion of the CYP team.

Donations

People's desire to support survivors during the pandemic continued into 2021. We set up a centralised process, where we could receive and vet offers of donated products from business and organisations, and 'match-make' them with member services of the federation.

Over 70 members received in kind donations worth over £135k from companies such as Avon, Revlon, Levis, The Simple Folk, Daye, Currys.

Thanks to Charlotte Kneer at Reigate and Banstead Women's Aid / I Choose Freedom, who introduced the Membership Team to O2's Social Impact team, we joined the Community Calling scheme run in partnership with O2, Hubbub and the National Data Bank. To date we have enabled the distribution of 1000 refurbished smart phones, with six months data credit included, to survivors supported by members of the federation. The retail value of these devices and data is well over £100k.

Domestic Abuse Act Project

We have continued to monitor the delivery of the statutory duty (Part 4 of the Domestic Abuse Act) through close engagement with member services and logging their experiences in their local area. In January 2022, we delivered workshops jointly with Imkaan and the Department for Levelling Up, Housing and Communities (DLUHC) to over 170 local authorities and commissioners. We have developed plans to follow up with the participants to help strengthen our relationships locally.

Farah Nazeer participated in the Government's National Expert Steering Group, which was established following Women's Aid's calls for a robust national oversight of the statutory duty, and to ensure the commissioning of specialist and 'by and for' domestic abuse services.

Strategic goal 2: Direct Services /Practice / Training

Women, their families and their children have access to high quality, needs-led specialist support no matter who, where or when they ask for help. Services for survivors will have access to high quality training and qualifications.

Direct Services

- Expanding the opening hours of the Women's Aid Live Chat, increasing accessibility and reaching out to many more survivors of domestic abuse.
- Further development of high-quality digital services to survivors, their family and friends, and professionals supporting them. Building the team and increasing the level of support within all of Direct Services.
- Breaking down barriers for survivors of domestic abuse trying to access safe accommodation. Challenging institutional discrimination and providing advocacy through the No Woman Turned Away project.

National Training Centre

- Provide consistent, quality training to statutory, voluntary, sector and private organisations as well as individuals.
- Ensure that survivors' voices and a needs-led, strength-based and trauma-informed approach is threaded through all that we deliver and that our 'By and For' members are involved in national deliveries where possible.

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OBJECTIVES AND ACTIVITIES

Change That Lasts

- Promote and encourage uptake of the Change that Lasts model for community engagement to ensure that women, their families and children have access to support no matter who they talk to
- Provide consistent, quality, needs-led, strengths-based and trauma-informed training.

Emails and dedicated service for professionals

The team continue to provide support through a range of digital services, including 9,735 contacts through our email service in the last year. We have developed translations of our email responses for multiple languages.

Our dedicated service for professionals has helped professionals across housing, children's services, other VAWG services, adult social services, counselling, police and more. We can support with searching for the latest refuge vacancies and other local services available. We are exploring further promoting the service by updating the relevant webpage, publishing case studies, and communicating to past users.

No Woman Turned Away

The No Woman Turned Away Specialist Practitioners provide dedicated support and telephone advocacy to women who face barriers in accessing a refuge space or safe accommodation. This financial year, 353 referrals were made into the project, representing a 23.86% year-on-year increase.

We have been working on a project to increase referrals which has included the implementation of a new referral form, assessing and updating the user journey throughout the website, creating pop-ups on Routes to Support, hosting a webinar for staff and member services, and piloting a referral pathway for a local Multi Agency Risk Assessment Conference (MARAC) service.

Our No Woman Turned Away thematic report on experiences of financial hardship while seeking a refuge space was published in early 2022. This contains nine interviews with survivors regarding their experiences of seeking a refuge space while struggling financially. Survivors' experiences include economic abuse, fleeing domestic abuse while in financial hardship, waiting for a refuge space while in financial hardship, and the consequent ongoing long-term economic impacts of these issues.

This year we published our Nowhere to Turn 2021 report which contains the findings of the project between 1st January 2021 and 31st December 2021, detailing the main barriers that survivors face when it comes to accessing a refuge space. The report also contains three interviews; one with a survivor supported by the project, one with a specialist practitioner from the project, and one with an immigration advisor. The addition of these narratives further explain what changes are needed for both survivors accessing refuge spaces, as well as for the professionals supporting them. Our latest report, Nowhere to Turn 2022 was published on 10th June 2022.

Live Chat

This year, we've had over 14,400 contacts through our Live Chat and 99% of survivors who filled in the feedback form said they would recommend the service. We extended the Live Chat opening hours to 8am to 6pm on weekdays, and 10am to 6pm on weekends.

We worked on a number of digital developments including security upgrades, the ability to manage the queue for chats, the ability to manage shortcuts and create prompts which auto-fill signposting information, the creation of a User Acceptance Testing site to stage developments, and more.

"I feel I have been listened to and taken seriously. I think it's an amazing service. I was feeling isolated and wasn't sure who to talk to about my situation. But they listened and provided links to support. They made me realise that [his] controlling, aggressive behaviour is not normal or acceptable."

Survivors' Forum

Our Survivors' Forum, had over 1.25 million page views. We have implemented digital developments that improve security, accessibility and user experience. We've updated the site's Terms and Conditions, Frequently Asked Questions and our internal moderation manuals. We're now working on the forum evaluation survey, homepage redesign and the implementation of an accessibility toolbar.

"The forum is the only place where I can meet women who understand exactly where I am coming from and I understand them. I learnt everything I know about abuse either from the forum or from sources recommended by the forum. The women have been my wisdom and my strength. In giving back to the forum by supporting other women, I feel that I can make a small difference in the fight against domestic abuse."

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OBJECTIVES AND ACTIVITIES

National Training Centre

This year, the majority of our training continued to be delivered through remote platforms, with in-person training re-introduced at the latter part of the year for those organisations that required in-person training, such as the police. Two new trainers and a pool of freelance assessors were recruited to specifically support the training of an additional 180 IDVA's across the year, funded by the Ministry of Justice. This had excellent outcomes, enabling services to increase their support and offer more varied support to women and children. We are in the second year of funding from the Charities Aid Foundation (CAF), which this year has enabled us to offer bursaries to our member services, for qualifications and Facilitation Programmes, which had a high take-up.

High demand for training continues with requests weighing heavily on the implications of the new Domestic Abuse Act and Understanding Coercive and Controlling behaviour. These two topics appear to be at the forefront of the majority of requests.

Change that Lasts

Ask Me, the communities strand of our Change That Lasts programme, continues to flourish. This year we delivered the majority of our training online using remote platforms. We consulted with members, staff and Community Ambassadors and redeveloped the Ask Me package for members as a result. This has included the removal of the 'Community Ambassador role' from the training, with a focus on 'community responses' instead. Member services continue to renew their licenses to continue delivering Ask Me. There remains a significant waiting list for attending Ask Me.

Strategic goal 3: Culture

To work towards becoming a genuinely anti-racist organisation, which centres marginalised survivor voices and promotes a diverse and vibrant federation.

Change That Lasts

- Continue to ensure that all our training centres the voices of those most marginalised, and an intersectional, anti-racist approach is threaded through all our work

HR

The development of a structure, strategy, policy and action relating to race equality within the organisation. Work is currently focused on building the infrastructure, recruiting dedicated personnel and procuring identified training, working closely with the internal Race Equality Strategy Group, the Leadership Team, Anti Racism Taskforce and the Board of Trustees.

Strategic goal 4: Policy and Campaigning

Women's Aid amplifies the voices of survivors and members and uses lived experience to transform the collective societal response to domestic abuse:

- Launch new campaign to change public and professional perceptions and attitudes towards survivors' mental health, and reform the response in order to meet their needs.
- Secure political will for a funding and commissioning landscape that works for specialist women's services, including those led by and for Black and minoritised women.
- Ensure strategy and policy on domestic abuse and VAWG reflects the voices, lived experiences and intersectional needs of all survivors and member services.

Deserve to be Heard Campaign

The Deserve To Be Heard campaign launched in September 2021, funded by Bally's Foundation, and its aims are to change public narratives around domestic abuse and mental health, while also securing policy change to ensure that survivors can access the right support for their needs. The campaign continues to engage supporters, influencers, and decision-makers:

- Over 1600 individuals have signed up as #DeserveToBeHeard campaigners, with 456 people signing up on the day the campaign launched in mid-September 2021.
- Our celebrity ambassadors Melanie Brown MBE and Alice Liveing spoke at our International Women's Day parliamentary reception, which engaged 12 parliamentarians, including four government ministers from the Home Office, Ministry of Justice and Department for Health and Social Care.
- We have secured five inaugural 'parliamentary champions' for the campaign, which include three Conservative MPs and a Shadow Minister - a package of support is being developed to capitalise on these new allies.
- Our parliamentary engagement has also included a drop-in event, where 36 MPs pledged to #HearHer - to listen to the voices of survivors, so that they get the mental health support they deserve.
- We have built new relationships with senior government officials in the Department for Health and Social Care, including with the Secretary of State's Office and his Special Advisor, enabling us to inform the progression of the upcoming Women's Health Strategy.

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OBJECTIVES AND ACTIVITIES

- We published two literature reviews on the impact of mental health on survivors of domestic abuse (including one focused on the experiences of Black and minoritised women), which were disseminated to key decision-makers and shared at our IWD event in March 2022. We are now concluding new research focused on survivors' needs in the context of mental health support, which will launch in autumn 2022.

During 16 Days of Activism, we launched our Deserve To Be Heard microsite and called on our supporters to #HearHer with MPs pledging their support of survivors and the campaign across social media.

We continue to convene the Survivor Advisory Board with support from Imkaan, enabling survivors to directly feed into the policy and campaigning direction of the Deserve To Be Heard campaign, and to gain access to wellbeing and skills development support. Members of the Board have contributed powerful stories, art and poetry to the microsite, and are contributing to a survivor film to be launched in November 2022.

Policy improvements as a result of our influencing work include the recognition of both mental health and tackling violence against women and girls (VAWG) in the government's Vision for the Women's Health Strategy, and new funding for the health response to domestic abuse as part of the government's Tackling Domestic Abuse Plan, published in March 2022. Going forward, we will be looking to influence the implementation of the new Health and Care Act to ensure that specialist services can benefit from new health commissioning opportunities.

Victims' Bill

The government launched a consultation between December 2021 and February 2022, which is the first step towards a potential landmark 'Victims' Law' to improve victims' experiences of the criminal justice system and ensure all victims of crime receive the support they need. In January we hosted a survivor focus group on behalf of the Ministry of Justice, which received positive feedback from the MoJ, and formed part of our submission to the Victims' Bill consultation. We engaged with member services through a survey and focus group, and supported them with a template response. We also engaged others in the sector including the Domestic Abuse Commissioner and the Victim's Commissioner, to inform their responses, and submitted our own organisational response.

The government published a draft Bill in May, and we are continuing to work closely with the VAWG sector and with the Ministry of Justice to push for the inclusion of a statutory duty to fund community-based services, among other key recommendations, to ensure that specialist women's services can be placed on a secure and sustainable financial footing. We are recommending that this funding should also include ring-fenced funding for services run 'by and for' Black and minoritised women.

Child First Campaign

We have continued our engagement with Cafcass as members of its learning and improvement board. As part of this, a survivor from our Experts by Experience group participated in the moderation of an audit of cases involving domestic abuse. We are advisory group members for the MoJ reviews of the presumption of parental involvement and domestic abuse perpetrator programmes, as well as for Rights of Women's new project on parental alienation and domestic abuse. We are one of the UK partner organisations involved in an international research study on domestic abuse and parental alienation, led by the University of Ottawa in Canada.

We have continued to convene a working group for survivors, legal experts and DA organisations on domestic abuse and the family courts. During this quarter this has led to useful collaborative work around the use of unqualified 'experts' in the family courts.

Strategic goal 5: Evidence

To strengthen policy and practice so that it meets the needs of survivors and the services supporting them, with an evidence base that centres the voices of diverse survivors.

- Support members and direct services to deliver frontline support and evidence the value of their work to commissioners, funders and other stakeholders through On Track and Routes to Support.
- Embed the learnings from Change That Lasts pilot projects into routine evaluation of national programmes.
- Carry out and promote robust research that centres the voices of diverse survivors and the services who support them on key issues such as Covid-19, the Domestic Abuse Bill and Brexit.

On Track

Our Case Management and Outcomes Monitoring system, On Track, continues to go from strength to strength. The system is now used by over 85 organisations to collect consistent, quality data on the outcomes that matter most to survivors. This year, organisations have used it to track the support they've provided to 60,969 women. The national dataset covers a range of topics including outcomes for women, children and young people, referral information, support needs and support provided. This contributes to our anonymised national dataset which gives us invaluable evidence on the experiences and support needs of women and children using services.

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This year, On Track data contributed to our flagship report The Domestic Abuse Report 2022: The Annual Audit and was further used to support our work: for example, in the launch of the Deserve To Be Heard Campaign where our On Track data showed almost half of the women in refuges (45.6%) say they have experienced depression or had suicidal thoughts as a result of the domestic abuse they experienced.

The On Track programme includes a series of workshops delivered to services using the system which are designed to support our members in evidencing the value and impact of their work to commissioners, funders and other stakeholders. This year we delivered 21 On Track workshops to 153 people from organisations who use On Track, 20 of these attendees were from 'by and for' led organisations. We had feedback from 79 attendees with 98.4% saying their training was facilitated well and 93.5% agreeing that the training will be useful in their role.

Route to Support

Routes to Support is the UK-wide online database for domestic abuse and other violence against women services, run in partnership by Women's Aid Federation of England, Scottish Women's Aid, Welsh Women's Aid, and Women's Aid Federation Northern Ireland. It is relied upon by national helplines and local services for up-to-date service availability. This includes information about the types of domestic abuse services provided, the number of bed spaces available in refuge services, the people supported by these services and changes to provision over time.

Data from Routes to Support on the scope and nature of domestic abuse service provision and refuge vacancies has been widely used again this year. During the year 2021-22, 8,051 refuge vacancies were posted to Routes to Support. This was fewer than the year before, although there was an increase in the number of spaces available in refuge services. We were able to use such insight to inform our work and this formed a key part of our report, The Domestic Abuse Report 2022: The Annual Audit. This is used in discussions and consultation responses to enable Women's Aid to speak on behalf of the sector about gaps in provision, and the accessibility of that provision. This year we have supported six areas, including the Greater London Authority, with data from Routes to Support to inform the needs assessments required by the statutory duty.

The Domestic Abuse Report 2022: The Annual Audit

Along with data from our administrative datasets, Routes to Support and On Track, The Domestic Abuse Report 2022: The Annual Audit uses findings from our Annual Survey of domestic abuse services and findings from an FOI sent to local authorities in 2021. All this evidence is combined in one flagship report to give an assessment of the scope and nature of service provision and the challenges it has faced over the year. This year's Annual Survey focused on the initial impact of the Statutory Duty on services and the Annual Audit will continue to monitor the impact of the duty in future reports.

Nowhere to Turn

We continue to evaluate the No Woman Turned Away project and to give a voice to survivors, translating the insight we gain from them into evidence to support our work. Details of this year's reports can be found in Strategic Goal 2 under No Woman Turned Away.

Gendered experiences of justice and domestic abuse research

We carry out primary research in partnership with academics where it supports the aims of Women's Aid. This year Women's Aid and the Centre for Gender and Violence Research at the University of Bristol worked together to update the evidence base on the gendered nature of domestic abuse. The research we conducted showed that gendered stereotypes play a significant role in women's experiences of domestic abuse. The report, Gendered experiences of justice and domestic abuse, together with our social media campaign #Flipthesexistscript, delivered the message that until we challenge sexism and misogyny and their prominence in our society, we cannot effectively tackle domestic abuse.

London refuges data collection project

We continue to work with London Councils to collect data on refuge vacancies and provision in London across the 31 of 32 boroughs which have refuge provision. This year the data was heavily used to inform their needs assessment and strategy and we have been invited to sit on the London Domestic Abuse Partnership Board and chair the Data and Need Task and Finish Group in recognition of this significant contribution to London data.

Strategic function: Communications

As both an enabler of change and a strategic function to achieve societal change.

- Reaching as many women experiencing abuse as possible
- Engaging supporters, influencers and decision-makers by having a strong brand identity informed by our values, which lives across our media, social media, publications and events.

Women's Aid has maintained a significant media profile during this period. We have continued to work closely with journalists to promote best practice in reporting domestic abuse and violence against women and girls. Training has been delivered to journalists at The Sun and Reuters, and the charity has worked with IPSO to feedback on the guidance that is available to the public.

REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2022

OBJECTIVES AND ACTIVITIES

During the 16 Days of Activism, as well as the Deserve to be Heard communications activities, which involved charity Patrons and Ambassadors and was activated by the communications team across our social media channels and in traditional media outlets, we launched our film, Sinking. The film followed one survivor's journey as she experiences both mental and physical trauma through long-term domestic abuse. We also released our advert, Spot The Abuse, on 25th November, to educate people about the signs of coercive control by using the popular format of a TV game show.

Following a high-profile alleged rape case that we commented on in the media, Women's Aid launched the #NoMeansNo campaign in The Sun, which educated people about what enthusiastic, informed consent looks like and challenged myths. We also campaigned in the newspaper for statutory domestic abuse refuge funding to go to specialist domestic abuse charities rather than alternative accommodation, as part of the ongoing Give Me Shelter campaign, which resulted in the relevant Minister writing to local authorities to clarify the purpose of the funding.

On International Women's Day 2022 we launched our Big Give match funding campaign, exceeding our £50,000 target, raising over £63,510. We worked with our key corporate supporter, L'Occitane, on a series of International Women's Day events including a breakfast for Women's Aid ambassadors and influencers and an event to thank survivors for their ongoing support of Women's Aid.

Media and communications activities have included our award-winning advertising campaign 'Not Model's Own', produced by Engine, which raised awareness of coercive control with young women.

We finished our work on a two-year EastEnders storyline, which had survivors reaching out to our direct services team to say the storyline inspired them to access support. We were advisors on the ITV drama 'Angela Black' that focused on domestic abuse and mental health, and tied in with our Deserve to be Heard campaign. During this time we also worked with Netflix, advising actors and writing information about coercive control and consent for their 'Wanna Talk About It' website, following on from our work with them on the series 'Anatomy of a Scandal'.

Website and digital resources

- Our website has had 1,699,409 users over the past year, with 1,694,616 being new users. We had 4,102,191 page views during this time.
- In the past year, our following on each social platform has grown by:
- Instagram: + 29.4k followers - total 73.9k followers.
- Facebook: + 6,524 followers - total 96k followers.
- Twitter: + 9,800 followers - total 143.1k followers.
- We have had 29,615 mentions on Twitter during this time.

Accessibility

We are increasing accessibility across the organisation internally and externally, including work with our direct services, training, project management, internal communications, HR and other teams. On the website, we currently have 900 unique monthly users of the accessibility toolbar, which allows users to customise the website to suit their needs or translate into another language.

Strategic function: Fundraising, Finance and HR

To achieve financial resilience and the ability to resource delivery of our strategy.

Fundraising and Corporate advocacy

- To support the three-year financial plan, to ensure that Women's Aid is financially resilient and able to deliver our strategy, and to improve organisational effectiveness and meet survivor and member need.
- To facilitate the implementation of the income generation strategy, to diversify our income and to focus on increasing our unrestricted income.
- Creation of a multi-year financial plan and ensuring that colleagues have relevant, timely information for making management decisions.

A new project management function joined Women's Aid in 2021, leading on the implementation of a project management culture across the organisation. This has involved establishing a project initiation panel, project management processes, and a package of documentation - to ensure that best practice is followed and teams are guided through the project planning, delivery and evaluation stages. In doing so we are working to ensure that all new projects are financially and operationally viable and are aligned with Women's Aid's objectives.

Our finances were tracked throughout the year to monitor any budget deviations and in-year forecasts were used to ensure that budget holders and management were aware of our projected out-turn. The multi-year financial plan is shared with the Board annually once the budget has been approved to forecast the longer-term financial impact of budget decisions.

REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2022

OBJECTIVES AND ACTIVITIES

Unrestricted income has continued to grow with a projected in-year deficit resulting in a surplus. The team has continued to work with the income generation consultants hired to focus on certain areas of work and are currently in the process of working up detailed plans and financial models to progress this work to the next stage.

Strategic function and enabler: HR

- Continue to work on the racism agenda with the aim of having a diversified, happy workforce.
- Work towards becoming an employer of choice through standard awards and accreditation.

Recruitment for a Head of Race Equality is currently underway. This role will be key in driving and managing our anti-racism work at a strategic level. In addition, a representative from Race Equality Strategy Group (RESG) will be involved in the recruitment of these roles and all other key senior leadership recruitment.

There are ongoing developments within the Race Equality Strategy Group (RESG) currently. The RESG will work closely with the Anti-Racism Taskforce and SLT in support of the development of strategy, policy and action related to race equality within the organisation.

The organisation is undertaking a pay and benefits review to include implementation of a new Job Evaluation scheme. To assist with pay data comparison, a wide-ranging third sector pay club and a newly formed VAWG pay club consisting of seven participants, has been utilised. We are committed to ensuring we move towards being a best practice employer.

An Employee Information and Consultative Forum (EICF) has now been established for those staff who are not members of the Union. The EICF's goal is to communicate information about its activities and consult with its employees regarding appropriate matters that affect the working relationship.

Women's Aid is proud to be a Disability Confident Employer. This demonstrates our continuing Disability Confident journey to ensure that disabled people within the workforce and our services have opportunities to fulfil their potential. Women's Aid also continues to meet the standards set as a Living Wage Employer.

MAINTAINING THE CHARITY AS FIT FOR PURPOSE

As an organisation, we have been continuing internal renewal and strengthening as befits a charity of our size. We are continuing to update our governance and processes which will be pursued in the coming year. New board members and advisors will join our subcommittees and internal team structures will be developed to ensure we are able to support our plans, as well as manage risk.

How our strategic aims and charitable activities deliver public benefit

Women's Aid exists to use its expertise, knowledge and influence to champion women to a level where violence against them is no longer legitimised or tolerated. Our charitable activities all aim to deliver on the four key strategic outcomes, which are:

- Key target audiences understand domestic abuse, its impact and the diverse experiences of survivors; and to begin to shift societal attitudes.
- Legislation and policy framework strengthened to protect survivors, their children and the specialist services supporting them.
- More effective state, private and specialist sector response to domestic violence and abuse.
- Women's Aid is established as a sustainable organisation with the ability to grow.

These outcomes are underpinned by the strategic goals a series of departmental business plans, which ensure that we focus limited resources where they are best placed to deliver on them. The board has referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and in planning its future activities in both the annual business planning and longer-term strategic planning cycles. In particular, the trustees have considered how planned activities will contribute to the aims and objectives that have been set and ensured that this is clearly articulated both internally and externally, and appropriately documented and shared.

WOMENS AID FEDERATION OF ENGLAND

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2022**

FINANCIAL REVIEW

Financial position

The charity's total income amounted to £6,240,065 (2021: £10,091,885). This includes a valuation for generously donated services and facilities of £125,080 (2021: £392,135 - see note 2 of the accounts for more information). Underlying income excluding donated services and facilities was £6,114,985 (2021: £9,699,750).

Total expenditure for the year amounted to £5,600,394 (2021: £5,511,251). Underlying expenditure excluding the value of donated services was £5,475,314 (2021: £5,119,116).

The charity's assets are available and adequate to fulfil its obligations on a fund by fund basis.

The charity's performance during the year resulted in an actual net surplus of £639,671 (2021: £4,580,634) made up of restricted funds deficit of £595,929 (2021: surplus of £1,227,021) and unrestricted funds surplus of £1,235,600 (2021: £3,353,613).

WOMENS AID FEDERATION OF ENGLAND

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2022

FINANCIAL REVIEW

Principal funding sources

Women's Aid continued to benefit from a wide range of funding sources during 2021-22 and a summary of our principal funders (those that amount to more than 5% of total income) is set out below:

Funder	% of total income	Projects supported by funding
Big Lottery Fund	25%	Change That Lasts pilots as part of Roadmap for System Change partnership with SafeLives
Department of Culture Media and Sport	14%	Ask Me Plus
Home Office	5%	National Domestic Violence Helpline (run in partnership with Refuge)
Department for Levelling Up, Housing and Communities	6%	Routes to Support and No Woman Turned Away Project
London Councils	5%	Pan-London Domestic and Sexual Violence Helplines and coordinated access to refuge provision

Income in support of key objectives

A summary of income in support of key projects and activities, shown as a proportion of total income during the year, is set out below, and accounted for 63% of total income:

Change That Lasts	42%
Pan-London Domestic & Sexual Violence Helplines and Data Collection Project	12%
Sustainable Services Project	3%
Routes to Support	3%
No Woman Turned Away	3%

A further 6% of our income was self-generated from earned income consisting of National Training Centre course fees and income from our annual conference, membership fees, sales of publications and merchandise, as well as advertising space. Women's Aid remains committed to increasing funding from these valuable sources.

Support for key activities

Expenditure on the projects highlighted in the section above accounted for 67% of total expenditure. In addition, several projects and core activities were supported by restricted funds brought forward and unrestricted reserves in 2021-22, as set out in note 20.

Fundraising performance

- Raised: £3,145,289

We are enormously grateful to all those organisations and individuals who have supported our work over the course of the year, and remain committed to working with our existing funders to deliver effective solutions to domestic abuse.

In 2020 we launched our first emergency appeal to raise vital funds for our brand new live chat service to support survivors. This was a huge success, raising over £500,000 (target £200,000). This campaign also resulted in us seeing a huge increase in unrestricted donations to Women's Aid to support our work.

We would like to thank the large numbers of individuals who have continued to loyally support our work through making regular donations, responding to appeals, taking part in sponsored challenges, organising events, and speaking out on their own social media and within their networks about the importance of challenging domestic abuse.

We would also like to thank the loyal and committed full and associate members of our federation whose subscriptions enable us to develop our member support activities.

Community

This year we raised over £380,000 in community income; this is a 160% increase on our target of £145,645. Despite the ongoing challenges of this past year, we continue to see increases in engagement, compared to pre-pandemic levels. We want to thank the 523 fundraisers who have chosen to support Women's Aid during another difficult year and who have found inventive ways to raise vital funds to support our work. Some particularly memorable fundraising this year includes Charley and Jess, two friends who broke the world record in the Talisker Whisky Atlantic Challenge, raising £100,000 for Shelter and Women's Aid. Donations for this are still being received, with Women's Aid on track to receive £50,000 in total.

WOMENS AID FEDERATION OF ENGLAND

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2022

FINANCIAL REVIEW

Corporate

We are very grateful to Women's Aid's corporate supporters, who are an integral part of our movement to end domestic abuse. This year we have been generously supported by our Corporate Partners:

- AVON Cosmetics Ltd
- Bloom UK
- Dinny Hall
- Gamesys
- Incisive Media
- L'Occitane
- OKA
- YSL Beauté

We have also received generous donations this year from the below companies, whose generosity has enabled us to continue our vital work:

- Grenson
- Methods
- Scottish Power Energy Networks
- Sigma Capital Group
- Stratton Metal
- TU Clothing

Since January 2022, we have also been the chosen charity of the year for several companies (including M&C Saatchi World Services, Galliard Healthcare Solutions, Oakmere Wealth Management Ltd, Richard Designs, Centricity Brokers and East Midlands Railway). We are enjoying supporting them through their fundraising and engagement efforts taking place throughout this calendar year, and we are very grateful for the positive difference that they will make.

We would also like to recognise those corporate supporters who wish for their contributions to remain anonymous, and those we have not been able to name here. We are grateful for all your support.

This year, we have also been delighted to work with more small businesses, using the Work for Good platform. 32 small businesses fundraised for Women's Aid through their sales and in total raised just under £10,000. This includes £965 worth of match funding from Work for Good's Small Business Star campaign which ran throughout December 2021. Women's Aid was also recognised twice throughout the year by Work for Good as their 'featured charity' helping to boost fundraising, and was featured in an International Women's Day blog post featuring our CEO, to raise further awareness of our work.

Trust and Statutory

Women's Aid relies on income from trust and statutory sources and we are very grateful to receive their support. We are proud to work in partnership with the following funders to achieve our mission:

- The National Lottery Community Fund (previously the Big Lottery Fund) generously supported our joint initiative with SafeLives, helping to transform responses to domestic abuse through our Shared Roadmap for System Change.
- Funding from the Coronavirus Community Support Fund, distributed by The National Lottery Community Fund, has enabled us to run our 'Ask Me' - Covid-19 Crisis Response to Domestic Abuse project. Thanks to the government for making this possible.
- The National Lottery Community Fund generously supported us and our partners through the Partnerships England Wide programme. This funding supported the Domestic Abuse and Covid19 Strategic Partnership project.
- The Oak Foundation has enabled us to continue our vital sustainability work with members of the federation through our Procurement and Impact project.
- London Councils supported the Pan-London Domestic and Sexual Violence Helplines and Data Collection Project.
- The Department for Levelling Up, Housing and Communities (previously Ministry for Housing, Communities and Local Government) continues its commitment to Routes to Support and the No Woman Turned Away project, supporting women to access local services and refuge provision.
- We received funding towards our Direct Services from Bally's Foundation (previously Gamesys Foundation), The Ricard Foundation, Comic Relief, The Anton Jurgens Charitable Trust, The Bank of America Foundation, The Souter Charitable Trust, The 29th May 1961 Charitable Trust, The Grace Trust, Gatliff Trust, Brilliant Outcomes Charitable Trust, Marsh Christian Trust, Roy Proctor Foundation, Mazars Charitable Trust, Sydney Black Charitable Trust, Wonderful Giving Foundation, Van Neste Foundation, Michael and Anna Wix Charitable Trust and the Bedford Road Charitable Fund (NPT Atlantic Donor Advised Fund).
- We have received funding from the Bally's Foundation (previously Gamesys Foundation) towards our Mental Health Campaign.
- City Bridge Trust awarded us funding to explore social investment and become investment ready.

REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2022

FINANCIAL REVIEW

- The Kering Foundation awarded us funding to support with capacity in our Research team and towards our Power to Change project.
- People's Postcode Lottery have supported our work to raise the profile and status of services and validate the expertise and professionalism of the VAWG sector's workforce, contributing to the long-term sustainability of the domestic abuse sector.
- We received grant funding to support our Member Services during the Covid-19 pandemic: grants have been awarded by The Olwyn Foundation, The Tableau Foundation and The Artelia Foundation.
- We received funding towards our membership team from the CVC Foundation.
- Comic Relief awarded Women's Aid with funding through the Big Night In - Gender Justice Fund. Funding was dispersed to our members to scale and adapt services across the UK so they can reach more women and children experiencing domestic abuse during the pandemic.
- Barclays have provided us with grant funding to support our work improving our accessibility and ensuring that, coming out of the Covid-19 pandemic, all women are able to get the information and support that they need.
- We received funding from Sire Derek Greenaway Foundation towards our Central Accessibility.
- Nesta awarded us a Democracy Pioneers Award to recognise the Law in the Making project and to fund further development in this area of furthering everyday democracy.
- We have been awarded funding for our Training Portal from The Hiscox Foundation and The JJ Charitable Trust.
- The Sisters Trust have awarded funding towards the salary of our Chief Executive.
- The Association of British Insurers are supporting Women's Aid and our sister organisation through the Resilience project. The project aims to strengthen the UK network of domestic abuse services emerging from the Covid-19 crisis.

We are grateful to The Tempest Trust, The Cobalt Trust, The Northwick Trust, The Joron Charitable Trust, Roots and Wings Foundation, The Monday Charitable Trust, Golden Bottle Trust, The Grand Trust of the Order of Women's Freemasons, The Aim Foundation, The Guy Charitable Trust, Sutton Place Foundation, Tyabji Foundation, Mazars Charitable Trust, The Hawerby Trust, The Ashla Charitable Trust, Mrs J P Tindall Charitable Trust, The Woodward Charitable Trust, The Immersion Capital Foundation, Cecil and Hilda Lewis Charitable Trust, RE Chadwick Charitable Trust, The Grand Trust of the Order of Women's Freemasons, The Wallace and Edna Davis Charitable Foundation, Women's International League for Peace and Freedom Charitable Trust, The Paragon Trust, The Keeble Charitable Trust, The Wiseman Foundation, Nichols Charitable Trust, The Marsh Christian Trust, Ian Mactaggart Trust, Edward S Smyth Trust, The David Family Foundation, Pears Family Charitable Foundation, The Minto Charitable Trust, The Ian Askew Charitable Trust, Allen and Overy Foundation, The Hon M L Astor's Charitable Trust, The Arnold Clark Community Fund, The Mrs Wingfield Charitable Trust, The Squire Patton Boggs Charitable Trust, Rest Harrow Trust, The Cara Delevigne Foundation, Betty Messenger Foundation, John Laing Charitable Trust, William Grant Foundation, Violet Black Charitable Trust, Roy Proctor Foundation, Wallace and Edna Davis Charitable Foundation, Chillag Family Charitable Trust, GVMKR Trust, Mulithon Trust, Schroder Foundation, Keeble Charitable Trust and Basing Lodge 5500 for their support of our core costs, enabling us to direct funds where they are most needed to support women and children affected by domestic abuse.

Individual Giving and Appeals

Over this year's International Women's Day, we launched a matched giving fundraising appeal for our Digital Services following a successful application with The Big Give for £25,000 in matched funds. This was a collaborative effort from all of our fundraising streams, cultivating donations from a broad supporter base, including individuals and corporate donors, and raising over £75,000.

We have continued to see a positive level of one-off online donations throughout the year receiving over £240,000 in total. Regular giving also continued to grow, receiving over £500,000 this past year. Domestic abuse has continued to have significant media coverage which we recognise as a contributing factor in this sustained level of donor engagement.

With the imminent implementation of our new CRM database, we plan to work on our donor stewardship and create a revised strategy which fully utilises the increased functionality of this CRM. Our intention is for this strategy to encompass all of our unrestricted income streams.

Legacies

Women's Aid has been a very fortunate recipient of some incredibly generous Legacy gifts over this past financial year, which have brought in over £160,000 in unrestricted funds. These kind gifts have helped us to achieve many of the successes detailed in this report, the impacts of which will be felt for years to come.

This year we have also seen an increase in the number of 'in memory' gifts we have received. We are humbled that our supporters choose to commemorate their own lives or the lives of their loved ones with a gift to Women's Aid and thank them for their thoughtfulness at such a difficult time

WOMENS AID FEDERATION OF ENGLAND

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2022

FINANCIAL REVIEW

Investment performance

Under the terms of the Memorandum and Articles of Association, the charity may invest monies of Women's Aid not immediately required for its own purposes in or upon such investments, securities or property as may be thought fit. The level of the charity's reserves is such that investment is limited to short-term markets rather than any long-term strategy, although other options continue to be explored. Over the past year we have continued to take a prudent view in terms of the security of the charity's reserves rather than pursuing the highest return. The investment policy is being kept under review to take account of investment opportunities whilst maintaining a low-risk strategy.

Reserves policy

The reserves policy has been reviewed and updated during this financial year.

The board recognises that the charity serves many beneficiaries with an ongoing need and, as such, the organisation's reserves policy has been set with the long-term financial viability of the charity as a critical factor and within the context of the short-term nature of funding contracts.

Trustees have determined that free reserves should be set at an amount sufficient to support core operating and wind down costs for a minimum period of three months and a maximum of six months.

The total balance of funds at 31st March 2022 amounts to £6,675,514 (2021: £6,035,843). This includes restricted funds of £1,299,605 (2021: £1,971,996). The balance of unrestricted funds at 31st March 2022 was £5,375,909 (2021: £4,063,847). Of these unrestricted funds, free reserves (calculated as total unrestricted funds, less designated funds and tangible fixed assets) amounted to £3,025,908 (2021: £1,713,847).

Designated reserves totalling £2,350,000 have been set aside to further our work around three priority areas:

- Membership development & sustainability
- Sector wide initiatives
- Internal investments for long-term sustainability

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The Women's Aid Board of Trustees is responsible for overseeing the management of the charity and delegates this responsibility on a day-to-day basis to the Chief Executive. At present, there is a staff team of 103 full and part-time staff, eight colleagues on zero-hour contracts and no volunteers.

Financial and operational policies, agreed by the board, are also in place, which govern the management of the charity. The organisation's Theory of Change, reviewed periodically in a process involving both the board and the full staff team, provides the framework for the charity's annual business plan, which is produced as part of an annual planning, consultation and budgeting cycle. Annual work plans enable the delivery of the core and development objectives, which are approved by the board, and monitoring against these plans forms the basis of quarterly reports to the trustee meetings.

WOMENS AID FEDERATION OF ENGLAND

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2022

STRUCTURE, GOVERNANCE AND MANAGEMENT

Risk management

The Executive Leadership Team (ELT) has conducted a review of the risks to which the charity is exposed. A risk register and board assurance framework document are updated regularly by the Heads of and Management teams, with review and approval sought at the board's quarterly meetings. These documents are intended to manage and monitor strategic organisational risks, with a focus on those with delivery, financial, and reputational consequences.

The scoring of risks is based on discussion among the ELT, the Heads of and managers in the organisation. It has also been influenced by recent in-depth risk analyses of partnership projects. These projects have their own risk registers shared with partners.

Website

Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Pay policy for staff

The board considers that the ELT comprises the key management personnel of the charity in charge of directing and controlling, running and operating the charity on a day-to-day basis. All trustees give up their time freely and no trustee received remuneration in the year. However, we pay a nominal honorarium to member organisations represented by a trustee. Details of trustees' expenses and related transactions are disclosed in the accounts.

The organisation commissioned Reward Connected in February 2022 to undertake a review of the existing pay and benefits framework to ensure it is competitive within the sector following economic and internal pressures, as outlined in the strategic enabler on HR. The results of the review are due to be implemented during 2022/23.

Connections to wider network

Women's Aid is a federation of approximately 160 organisations providing around 300 lifesaving local services to women and children across England. Our network also includes a further 72 organisations run by non-members who are engaged with us through the Routes to Support database of services. The year-on-year reduction in members is primarily caused by services closing due to loss of funding, or merging in order to meet the requirements of statutory funders.

The charity works in partnership with a range of statutory, voluntary, corporate and other bodies to deliver its mission and achieve its objectives. Membership is based on signing an agreement to support the charity's mission, aims and objectives. There are two membership categories:

1. Full Members: organisations that deliver direct services
2. Associate Members: other supporting organisations

Women's Aid local member services provide a range of refuge and community-based services to address domestic abuse including sexual abuse in intimate partner relationships. Members work to national standards for service delivery, including the Women's Aid National Quality Standards which cover all aspects of service delivery, as well as using model policies and procedures developed by Women's Aid.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

03171880 (England and Wales)

Registered Charity number

1054154

Registered office

PO Box 3245
Bristol
England
BS2 2EH

WOMENS AID FEDERATION OF ENGLAND

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2022

Trustees

Chief Executive

Farah Nazeer

Trustees

Dickie James
Jo Gough - Vice Chair
Lindsey Wishart - Treasurer
Lorna Badrick - resigned 21st July 2021
Madi Turpin
Naomi Dickson - resigned 3rd September 2021
Sarah Hill - Chair
Zlakha Ahmed

Subcommittee members

Amanda Elwen
Angie Stewart
Sara McIlroy
Claire Lambon (from 13th September 2021)

Patrons

Julie Walters DBE
Melanie Brown MBE

Ambassadors

Alice Liveing
Bill Ward
Charlie Webster
Jahmene
Lucy Gaskell
Michelle Griffith-Robinson OLY
Toby-Alexander Smith
Will Young
Rachel Khoo

Love Respect Ambassadors

Holly Bourne
Maddy Anholt

Solicitors

Freeths LLP, 101 Victoria Street, Bristol, BS1 6PU

Bank

Co-Operative Retail Bank, 16 St Stephen Street, Bristol, BS1 1JR

Auditors

Bevan Buckland LLP
Chartered Accountants
And Statutory Auditors
Ground Floor Cardigan House
Castle Court
Swansea Enterprise Park
Swansea
SA7 9LA

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees (who are also the directors of Womens Aid Federation of England 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

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

WOMENS AID FEDERATION OF ENGLAND

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2022**

STATEMENT OF TRUSTEES' RESPONSIBILITIES - continued

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.

In so far as the trustees are aware:

- there is no relevant audit information 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 to establish that the auditors are aware of that information.

AUDITORS

The auditors, Bevan Buckland LLP, will be proposed for re-appointment at the forthcoming Annual General Meeting.

Approved by order of the board of trustees on19/10/2022..... and signed on its behalf by:



.....
Sarah Hill - Trustee

REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF WOMENS AID FEDERATION OF ENGLAND

Opinion

We have audited the financial statements of Womens Aid Federation of England (the 'charitable company') for the year ended 31 March 2022 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (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 31 March 2022 and of its incoming resources and application of resources, including its income and expenditure, 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 for 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 Auditors' 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 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 charitable company'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 trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Report of the Independent Auditors thereon.

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 this gives rise to a material misstatement in the financial statements themselves. 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 Report of the Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Trustees has been prepared in accordance with applicable legal requirements.

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 Report of the Trustees.

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to take advantage of the small companies exemption from the requirement to prepare a Strategic Report or in preparing the Report of the Trustees.

**REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF
WOMENS AID FEDERATION OF ENGLAND**

Responsibilities of trustees

As explained more fully in the Statement of Trustees' Responsibilities, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the 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 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 trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF WOMENS AID FEDERATION OF ENGLAND

Our 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 a Report of the Independent Auditors 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.

Extent to which the audit was considered capable of detecting irregularities, including fraud

We identify and assess the risks of material misstatement of the Financial Statements, whether due to fraud or error, and then, design and perform audit procedures responsive to those risks, including obtaining audit evidence that is sufficient and appropriate to provide a basis for our opinion. We discussed our audit independence complying with the Revised Ethical Standard 2019 with the engagement team members whilst planning the audit and continually monitored our independence throughout the process.

Identifying and assessing potential risks related to irregularities

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- Enquiry of management which includes obtaining and reviewing supporting documentation concerning the Charity's policies and procedures relating to:
- Identifying, evaluating, and complying with laws and regulations and whether they were aware of any instances of non-compliance;
- Detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected or alleged fraud;
- Internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.
- Discussing among the engagement team how and where fraud might occur in the financial statements and any potential indicators of fraud. As part of this discussion, we identified potential for fraud in the following areas;
- The rationale of any major fund flows during the period;
- The possibility of fraud whereby donations on Raiser's Edge and not captured by Xero due to different banking information given;
- Recognition of legacy income in its complete form within the financial statements.
- Obtaining an understanding of the legal and regulatory frameworks that the Charity operates in, focusing on those laws and regulations that had a direct effect on the financial statements or that had a fundamental effect on the operations of the association, the key laws and regulations we considered in this context included the UK Companies Act.

Audit response to risks identified

In addition to the above, our procedures to respond to risks identified included the following:

- Reviewing the financial statement disclosures and testing to supporting documentation to assess compliance with relevant laws and regulations;
- Enquiry of management concerning actual and potential litigation and claims; performing analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud;
- reading minutes of meetings of those charged with governance and reviewing correspondence with HMRC; and
- In addressing the risk of fraud through management override of controls, testing the appropriateness of journal entries and other adjustments;
- Assessing whether the judgements made in making accounting estimates are indicative of a potential bias; and
- Evaluating the business rationale of any significant transactions that are unusual or outside the normal course of business.

We also communicated relevant identified laws and regulations and potential fraud risks to all engagement team members and remained alert to any indications of fraud or non-compliance with laws and regulations throughout the audit.

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

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 Report of the Independent Auditors.

**REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF
WOMENS AID FEDERATION OF ENGLAND**

Use of our report

This report is made solely to the charitable company's members, 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 the charitable company's members those matters we are required to state to them in an auditors' 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 members as a body, for our audit work, for this report, or for the opinions we have formed.



Alison Vickers (Senior Statutory Auditor)
for and on behalf of Bevan Buckland LLP
Chartered Accountants
And Statutory Auditors
Ground Floor Cardigan House
Castle Court
Swansea Enterprise Park
Swansea
SA7 9LA

Date: 19/10/2022

WOMENS AID FEDERATION OF ENGLAND

**STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2022**

	Notes	Unrestricted funds £	Restricted funds £	2022 Total funds £	2021 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	2,108,235	68,364	2,176,599	4,899,407
Charitable activities					
London Councils		-	2,991	2,991	-
Change That Last		-	302,271	302,271	1,022,101
Direct Services		-	572,302	572,302	1,615,396
Campaigning		-	61,902	61,902	69,760
Training and support for Members		-	357,892	357,892	969,556
Other Activities		378,905	473,289	852,194	1,024,673
Covid related support		-	1,151,080	1,151,080	173,578
Other trading activities	3	698,979	63,758	762,737	273,598
Investment income	4	97	-	97	270
Other income		-	-	-	43,546
Total		<u>3,186,216</u>	<u>3,053,849</u>	<u>6,240,065</u>	<u>10,091,885</u>
EXPENDITURE ON					
Raising funds					
Raising donations and legacies	6	416,515	-	416,515	356,455
Other trading activities	7	413,922	-	413,922	306,597
		<u>830,437</u>	<u>-</u>	<u>830,437</u>	<u>663,052</u>
Charitable activities	8				
London Councils		-	2,991	2,991	-
Change That Last		-	456,376	456,376	1,172,634
Direct Services		-	1,089,984	1,089,984	1,257,749
Campaigning		-	226,016	226,016	121,349
Training and support for Members		86,444	212,093	298,537	1,077,458
Other Activities		1,033,735	574,615	1,608,350	1,015,465
Covid related support		-	1,087,703	1,087,703	203,544
Total		<u>1,950,616</u>	<u>3,649,778</u>	<u>5,600,394</u>	<u>5,511,251</u>
NET INCOME/(EXPENDITURE)		1,235,600	(595,929)	639,671	4,580,634
Transfers between funds	20	76,462	(76,462)	-	-
Net movement in funds		1,312,062	(672,391)	639,671	4,580,634
RECONCILIATION OF FUNDS					
Total funds brought forward		4,063,847	1,971,996	6,035,843	1,455,209
TOTAL FUNDS CARRIED FORWARD		<u>5,375,909</u>	<u>1,299,605</u>	<u>6,675,514</u>	<u>6,035,843</u>

The notes form part of these financial statements

WOMENS AID FEDERATION OF ENGLAND

**BALANCE SHEET
31 MARCH 2022**

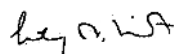
	Notes	Unrestricted funds £	Restricted funds £	2022 Total funds £	2021 Total funds £
FIXED ASSETS					
Tangible assets	15	14,658	-	14,658	-
CURRENT ASSETS					
Debtors	16	624,230	-	624,230	688,932
Cash at bank		7,504,750	1,302,596	8,807,346	6,212,399
		<u>8,128,980</u>	<u>1,302,596</u>	<u>9,431,576</u>	<u>6,901,331</u>
CREDITORS					
Amounts falling due within one year	17	(1,987,160)	(2,991)	(1,990,151)	(865,488)
NET CURRENT ASSETS		<u>6,141,820</u>	<u>1,299,605</u>	<u>7,441,425</u>	<u>6,035,843</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		6,156,478	1,299,605	7,456,083	6,035,843
ACCRUALS AND DEFERRED INCOME	19	(780,569)	-	(780,569)	-
NET ASSETS		<u>5,375,909</u>	<u>1,299,605</u>	<u>6,675,514</u>	<u>6,035,843</u>
FUNDS	20				
Unrestricted funds				5,375,909	4,063,847
Restricted funds				<u>1,299,605</u>	<u>1,971,996</u>
TOTAL FUNDS				<u>6,675,514</u>	<u>6,035,843</u>

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

The financial statements were approved by the Board of Trustees and authorised for issue on 19/10/2022 and were signed on its behalf by:



.....
Sarah Hill - Trustee



.....
Lindsey Wishart - Trustee

The notes form part of these financial statements

WOMENS AID FEDERATION OF ENGLAND

**CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 MARCH 2022**

	Notes	2022 £	2021 £
Cash flows from operating activities			
Cash generated from operations	1	2,610,646	4,620,894
Net cash provided by operating activities		<u>2,610,646</u>	<u>4,620,894</u>
Cash flows from investing activities			
Purchase of tangible fixed assets		(15,796)	-
Interest received		97	270
Net cash (used in)/provided by investing activities		<u>(15,699)</u>	<u>270</u>
Change in cash and cash equivalents in the reporting period		<u>2,594,947</u>	<u>4,621,164</u>
Cash and cash equivalents at the beginning of the reporting period		<u>6,212,399</u>	<u>1,591,235</u>
Cash and cash equivalents at the end of the reporting period		<u><u>8,807,346</u></u>	<u><u>6,212,399</u></u>

The notes form part of these financial statements

WOMENS AID FEDERATION OF ENGLAND

**NOTES TO THE CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 MARCH 2022**

1. RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2022 £	2021 £
Net income for the reporting period (as per the Statement of Financial Activities)	639,671	4,580,634
Adjustments for:		
Depreciation charges	1,138	-
Interest received	(97)	(270)
Decrease in debtors	64,702	28,743
Increase in creditors	1,905,232	11,787
Net cash provided by operations	<u>2,610,646</u>	<u>4,620,894</u>

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.4.21 £	Cash flow £	At 31.3.22 £
Net cash			
Cash at bank	6,212,399	2,594,947	8,807,346
	<u>6,212,399</u>	<u>2,594,947</u>	<u>8,807,346</u>
Total	<u>6,212,399</u>	<u>2,594,947</u>	<u>8,807,346</u>

The notes form part of these financial statements

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

Going Concern

The trustees consider that there are no material uncertainties about the Charity's ability to continue as a going concern nor any significant areas of uncertainty that affect the carrying value assets held by the charity.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Donations are recognised when the Charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance by the Charity before the Charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the Charity and it is probable that these conditions will be fulfilled in the reporting period.

Legacy gifts are recognised on a case by case basis following the grant of probate when the administrator/executor for the estate has communicated in writing both the amount and settlement date. In the event that the gift is in the form of an asset other than cash or a financial asset traded on a recognised stock exchange, recognition is subject to the value of the gift being reliably measurable with a degree of reasonable accuracy and the title to the asset having been transferred to the Charity.

Deferred income represents amount received for future periods and is released to incoming resources in the period for which, it has been received. Such income is only deferred when:

- The donor specifies that the grant or donation must only be used in future accounting periods; or
- The donor has imposed conditions which must be met before the Charity has unconditional entitlement.

Where services or facilities are provided to the Charity as a donation that would normally be purchased from our suppliers this benefit is included in the financial statements at its fair value unless its fair value cannot be reliably measured, then at the cost to the donor or the resale value of goods that are to be sold.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is 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.

Grants offered subject to conditions which have not been met at the year end date are noted as a commitment but not accrued as expenditure.

Governance costs

These include the costs attributable to the Charity's compliance with constitutional and statutory requirements, including audit, strategic management and Trustee's meetings and reimbursed expenses.

Allocation and apportionment of costs

Support costs include central functions and have been allocated the activity cost categories on a basis consistent with the use of the resources, for example, allocating property costs by floor area, or per capita, staff costs by the time spent and other costs by their usage.

Tangible fixed assets

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

Office refurbishment - 5 years straight line
Computer equipment - 3 years straight line

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2022

1. ACCOUNTING POLICIES - continued

Taxation

The Charity is considered to pass the test set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the Charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

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.

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.

Trade debtors

Trade debtors are amounts due from customers for merchandise sold or services performed in the ordinary course of business.

Trade debtors are recognised initially at the transaction price. They are subsequently measured at amortised cost using the effective interest method, less provision for impairment. A provision for the impairment of trade debtors is established when there is objective evidence that the Charity will not be able to collect all amounts due according to the original terms of the receivables.

Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

Trade creditors

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as current liabilities if the Charity does not have an unconditional right, at the end of the reporting period, to defer settlement of the creditor for at least twelve months after the reporting date. If there is an unconditional right to defer settlement for at least twelve months after the reporting date, they are presented as non-current liabilities.

Trade creditors are recognised initially at the transaction price and subsequently measured at amortised cost using the effective method.

Financial Instruments

Classification

Financial assets and financial liabilities are recognised when the charity becomes a party to the contractual provisions of the instrument.

Financial liabilities and equity instruments are classified according to the substance of the contractual arrangements entered into. An equity instrument is any contract that evidences a residual interest in the assets of the Charity after deducting all of its liabilities.

Recognition and measurement

All financial assets and liabilities are initially measured at transaction price (including transactions costs), except for those financial assets classified as at fair value through profit or loss, which are initially measured at fair value (which is normally the transaction price excluding transaction costs), unless the arrangement constitutes a financing transaction. If an arrangement constitutes a financing transaction, the financial asset or financial liability is measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Financial assets and liabilities are only offset in the statement of financial position when, and only when there exists a legally enforceable right to set off the recognised amounts and the Charity intends either to settle on a net basis, or to realise the asset and settle the liability simultaneously.

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2022

1. ACCOUNTING POLICIES - continued**Trade debtors**

Financial assets are derecognised when and only when a) the contractual rights to the cash flows from the financial asset expire or are settled, b) the Charity transfers to another party substantially all of the risks and rewards of ownership of the financial asset, or c) the Charity, despite having retained some, but not all, significant risks and rewards of ownership, has transferred control of the asset to another party.

Financial liabilities are derecognised only when the obligation specified in the contract is discharged, cancelled or expires.

2. DONATIONS AND LEGACIES

	2022 £	2021 £
Donations	1,729,910	4,199,827
Legacies	321,609	307,445
Donated services and facilities	125,080	392,135
	<u>2,176,599</u>	<u>4,899,407</u>

Legacy income has been accrued where the Charity has been notified that it is entitled to a reasonable estimate of monies. However, the timing of these monies is uncertain as the legacies are subject to the realisation of assets within the legacy estate, which from past experience can take more than a year to be realised.

In addition to the generous financial support received from all of our supporters over the last 12 months, we would also like to extend our gratitude to those individuals and organisations who donated products and services to Women's Aid.

Donated services during the year are:

	2022 £	2021 £
Legal pro-bono for Marketing		
Engine Group	84,410	84,704
Legal pro-bono for Other Activities		
Goodwin Procter	37,210	111,962
Goldsmiths Chambers	1,620	-
Delight Collective	1,400	-
Bromley	390	-
MGM General Services Ltd	50	-
Legal pro-bono for the Membership team		
Morrison & Foerster (UK) LLP	-	44,264
Legal pro-bono for Campaigning		
Garden Court Chambers	-	17,875
Bhatt Murphy Solicitors	-	35,656
4 Paper Buildings	-	53,100
Scott-Moncrieff and Associates	-	1,109
Confidential	-	24,262
Legal pro-bono for Other Activities		
Jenner & Block LLP	-	19,203
	<u>125,080</u>	<u>392,135</u>

WOMENS AID FEDERATION OF ENGLAND

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2022**

3. OTHER TRADING ACTIVITIES

	2022	2021
	£	£
Membership	102,274	100,134
Publications	297	19
Consultancy & Speakers' fees	84,999	4,680
National Training Centre	511,310	131,507
Other conference and events	16,542	13,104
Advertising and merchandise	47,315	24,154
	<u>762,737</u>	<u>273,598</u>

4. INVESTMENT INCOME

	2022	2021
	£	£
Deposit account interest	<u>97</u>	<u>270</u>

5. INCOME FROM CHARITABLE ACTIVITIES

	Activity	2022	2021
		£	£
Grants	London Councils	2,991	-
Grants	Change That Last	302,271	1,022,101
Grants	Direct Services	572,302	1,615,396
Grants	Campaigning	61,902	69,760
Grants	Training and support for Members	357,892	969,556
Grants	Other Activities	852,194	1,024,673
Grants	Covid related support	1,151,080	173,578
		<u>3,300,632</u>	<u>4,875,064</u>

Grants received, included in the above, are as follows:

	2022	2021
	£	£
Home Office	-	488,902
London Councils	314,922	314,924
Lloyds Bank Foundation for England and Wales	-	54,760
Comic Relief	20,000	879,995
The National Lottery Community Fund	347,107	1,139,914
Department for Levelling Up, Housing and Communities	387,376	340,001
Avon Cosmetics UK Ltd	137,376	131,488
Oak Foundation	152,395	-
Legal Education Fund	-	15,000
Other Small Grants	(145)	9,774
Anonymous donor	-	960
Restricted donations	456,104	340,358
Kering	41,854	82,765
YSL	70,000	-
BLF	-	100,600
Refinitiv	-	54,862
Barclays	-	100,000
Ballys	61,902	317,917
World Gold Council	-	45,000
The Sisters Trust	-	68,000
Tableau	-	8,068
Ricard Foundation	-	200,000
Olwyn Foundation	-	30,000
JJ Charitable Trust	-	20,000
Hiscox	-	50,000
Barbet	-	42,000
Black Rock	-	39,776
MOJ IDVA Training	91,000	-
	<u>2,079,891</u>	<u>4,875,064</u>
Carried forward		

WOMENS AID FEDERATION OF ENGLAND

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2022**

5. INCOME FROM CHARITABLE ACTIVITIES - continued

	2022 £	2021 £
Brought forward	2,079,891	4,875,064
CVC Foundation	114,497	-
CAF	1,106,244	-
	<u>3,300,632</u>	<u>4,875,064</u>

6. RAISING DONATIONS AND LEGACIES

	Unrestricted funds General £	Total 2022 £	Total 2021 £
Employment costs	260,901	260,901	227,265
Other costs	78,905	78,905	52,206
Premises and office costs	-	-	27,969
Training, conference and events	-	-	10,461
Consultancy	-	-	4,742
Production of resources	-	-	1,826
	<u>339,806</u>	<u>339,806</u>	<u>324,469</u>
Direct Costs	339,806	339,806	324,469
Allocated support costs	76,709	76,709	31,986
	<u>416,515</u>	<u>416,515</u>	<u>356,455</u>

Allocated Support Costs (note 10)

7. OTHER TRADING ACTIVITIES

	2022 £	2021 £
Purchases	167,820	306,597
Staff costs	246,102	-
	<u>413,922</u>	<u>306,597</u>

	2022 £	2021 £
National Training Centre	383,201	209,682
Membership	30,721	95,497
Advertising and Merchandise	-	1,418
Consultancy and Speaker Fees	-	-
National Conference	-	-
Other Conference and Events	-	-
	<u>413,922</u>	<u>306,597</u>

WOMENS AID FEDERATION OF ENGLAND

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2022**

8. CHARITABLE ACTIVITIES COSTS

	Direct Costs £	Grant funding of activities (see note 9) £	Support costs (see note 10) £	Totals £
London Councils	2,991	-	-	2,991
Change That Last	217,752	186,183	52,441	456,376
Direct Services	647,526	267,515	174,943	1,089,984
Campaigning	183,802	-	42,214	226,016
Training and support for Members	247,392	1,615	49,530	298,537
Other Activities	1,474,640	-	133,710	1,608,350
Covid related support	255,452	795,619	36,632	1,087,703
	<u>3,029,555</u>	<u>1,250,932</u>	<u>489,470</u>	<u>4,769,957</u>

9. GRANTS PAYABLE

	2022 £	2021 £
Change That Last	186,183	603,285
Direct Services	267,515	267,515
Training and support for Members	1,615	731,597
Other Activities	-	1,638
Covid related support	795,619	-
	<u>1,250,932</u>	<u>1,604,035</u>

The total grants paid to institutions during the year was as follows:

	2022 £	2021 £
Safelives	-	593,299
Respect	10,000	10,000
Refuge	95,710	127,613
WGN	-	69,845
Rasacs	60,058	45,044
IMKAAN	231,156	-
Welsh Women's Aid	194,350	-
Wearside Women In Need	-	25,000
My Sister Place	-	29,559
Northern Ireland Women's Aid	134,000	-
Scottish Women's Aid	193,375	-
Roshni	-	39,962
Panahghar	-	37,000
Opoka	-	36,150
Anah project	-	36,000
Apna Haq	-	36,000
HARV	-	30,000
Coventry Haven Women's Aid	-	25,250
Women & Girls Network	52,384	-
Grants paid to institutions individually under £25,000	279,899	463,313
	<u>1,250,932</u>	<u>1,604,035</u>

The above is a list of the largest grants in aggregation to institutions (no grants were made to individuals):

In the year 1st April 2021 to 31st March 2022 this grant has been used to fund Women's Aid management time for all strand coordination, contract monitoring and reporting, as well as overseeing the data collection project which includes collecting, analysing and reporting on the demand and use of refuges in London.

Grant Aid of £314,922 was received from London Councils for the year 2021/22 for the Pan-London domestic and sexual violence helplines and data collection project under Priority 2, Service area 2.3.

The following table illustrates how money was allocated across the partnership and that it has been used for the purposes outlined in the funding agreement.

WOMENS AID FEDERATION OF ENGLAND

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2022**

9. GRANTS PAYABLE - continued

Women's Aid Federation England underspent on travel (£1,350) and events (£1,500) in 2020/21 due to the coronavirus pandemic.

The travel and events underspend was carried forward to year 5 and, with London Councils' permission, spent on Contribution to Director of Services for contract management and reporting.

		Grant	Grant Spent
Lead Partner A	Women's Aid Federation of England	£44,556	£47,406*
Delivery Partner B	Respect	£10,000	£10,000
Delivery Partner C	Refuge	£130,463	£130,463
Delivery Partner D	RASASC	£60,058	£60,058
Delivery Partner E	Womens & Girls Network	£69,845	£69,845
		£314,922	£317,772

Women's Aid Federation of England had an underspend of £140 from 2019/20 that was returned to London Councils in 2021/22.

Women's Aid Federation of England also had an underspend of £2,850 within 2021/22 financial year due to the ongoing pandemic. This funding is carried forward, with the permission of London Councils, to 2022/23.

All costs across the partnership:

	Grant	Grant Spent
Staff	£234,791	£237,641*
Beneficiary	£2,470	£2,470
Other Direct Project	£36,785	£36,785
Overheads	£40,876	£40,876
	£314,922	£317,772

* Includes underspend of £2,850 carried forward from 2020/21.

10. SUPPORT COSTS

	Staff costs	Admin costs	Other support costs	Total 2022	Total 2021
	£	£	£	£	£
Charitable activities	286,678	177,990	24,803	489,471	479,328
Cost of generating donations and legacies	46,164	30,545	-	76,709	31,986
	<u>332,842</u>	<u>208,535</u>	<u>24,803</u>	<u>566,180</u>	<u>511,314</u>

* including depreciation

Basis of allocation

Support costs are apportioned across the main activities of the charity on the basis of total staff time spent on each of these during the year.

WOMENS AID FEDERATION OF ENGLAND

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2022**

11. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	2022 £	2021 £
Auditors' remuneration	14,204	19,358
Depreciation - owned assets	1,138	-
	<u>15,342</u>	<u>19,358</u>

12. TRUSTEES' REMUNERATION AND BENEFITS

	2022 £	2021 £
Trustees' salaries	6,020	-
	<u>6,020</u>	<u>-</u>

Trustees' expenses

During the year Trustees were reimbursed expenses of £286 (2021: £592).

Trustee's expenses related to purchase of greeting cards and reimbursement of catering expenses.

During the year £1,102 (2021: £984) was paid in respect of Trustees' indemnity insurance.

13. STAFF COSTS

	2022 £	2021 £
Wages and salaries	2,709,827	2,032,578
Social security costs	264,628	188,012
Other pension costs	168,262	131,598
	<u>3,142,717</u>	<u>2,352,188</u>

The average monthly number of employees during the year was as follows:

	2022	2021
Charitable activities	63	57
Fundraising	8	10
Support	6	6
	<u>77</u>	<u>73</u>

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	2022	2021
£80,001 - £90,000	-	1
£90,001 - £100,000	1	1
	<u>1</u>	<u>2</u>

The total employee benefits of the key management personnel of the Charity were £120,647 (2021: £104,904)

WOMENS AID FEDERATION OF ENGLAND

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2022**

14. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	4,351,092	548,315	4,899,407
Charitable activities			
Change That Last	-	1,022,101	1,022,101
Direct Services	-	1,615,396	1,615,396
Campaigning	-	69,760	69,760
Training and support for Members	-	969,556	969,556
Other Activities	960	1,023,713	1,024,673
Covid related support	-	173,578	173,578
Other trading activities	249,271	24,327	273,598
Investment income	270	-	270
Other income	43,546	-	43,546
Total	<u>4,645,139</u>	<u>5,446,746</u>	<u>10,091,885</u>
EXPENDITURE ON			
Raising funds			
Raising donations and legacies	356,455	-	356,455
Other trading activities	306,597	-	306,597
	<u>663,052</u>	<u>-</u>	<u>663,052</u>
Charitable activities			
Change That Last	-	1,172,634	1,172,634
Direct Services	-	1,257,749	1,257,749
Campaigning	-	121,349	121,349
Training and support for Members	-	1,077,458	1,077,458
Other Activities	701,485	313,980	1,015,465
Covid related support	-	203,544	203,544
Total	<u>1,364,537</u>	<u>4,146,714</u>	<u>5,511,251</u>
NET INCOME	3,280,602	1,300,032	4,580,634
Transfers between funds	<u>73,011</u>	<u>(73,011)</u>	<u>-</u>
Net movement in funds	3,353,613	1,227,021	4,580,634
RECONCILIATION OF FUNDS			
Total funds brought forward	710,234	744,975	1,455,209
TOTAL FUNDS CARRIED FORWARD	<u><u>4,063,847</u></u>	<u><u>1,971,996</u></u>	<u><u>6,035,843</u></u>

WOMENS AID FEDERATION OF ENGLAND

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2022**

15. TANGIBLE FIXED ASSETS

	Improvements to property £	Computer equipment £	Totals £
COST			
At 1 April 2021	10,878	-	10,878
Additions	8,208	7,588	15,796
	<u>19,086</u>	<u>7,588</u>	<u>26,674</u>
DEPRECIATION			
At 1 April 2021	10,878	-	10,878
Charge for year	547	591	1,138
	<u>11,425</u>	<u>591</u>	<u>12,016</u>
NET BOOK VALUE			
At 31 March 2022	<u>7,661</u>	<u>6,997</u>	<u>14,658</u>
At 31 March 2021	<u>-</u>	<u>-</u>	<u>-</u>

16. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2022 £	2021 £
Trade debtors	268,356	89,909
Other debtors	32,325	173,293
Accrued income	288,184	207,814
Prepayments	35,365	217,916
	<u>624,230</u>	<u>688,932</u>

17. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2022 £	2021 £
Trade creditors	209,728	127,509
Social security and other taxes	68,045	71,691
VAT	25,530	4,024
Other creditors	64,130	394
Deferred income	377,249	406,411
Accrued expenses	209,725	255,459
Deferred grants	1,035,744	-
	<u>1,990,151</u>	<u>865,488</u>

18. LEASING AGREEMENTS

Minimum lease payments under non-cancellable operating leases fall due as follows:

	2022 £	2021 £
Within one year	81,466	81,588
Between one and five years	227,566	309,032
	<u>309,032</u>	<u>390,620</u>

WOMENS AID FEDERATION OF ENGLAND

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2022**

19. ACCRUALS AND DEFERRED INCOME

	2022 £	2021 £
Deferred grants	780,569	-

20. MOVEMENT IN FUNDS

	At 1.4.21 £	Net movement in funds £	Transfers between funds £	At 31.3.22 £
Unrestricted funds				
General fund	1,713,847	1,384,989	(72,928)	3,025,908
Designated Fund - Membership development and sustainability	1,600,000	(140)	141	1,600,001
Designated Fund - Sector wide initiatives	350,000	(86,689)	86,689	350,000
Designated Fund - Internal Investments	400,000	(62,560)	62,560	400,000
	4,063,847	1,235,600	76,462	5,375,909
Restricted funds				
Home Office	3	-	-	3
London Councils	2,989	(2,989)	-	-
Comic Relief	11,003	(11,003)	-	-
The National Lottery Community Fund	198,796	(136,756)	-	62,040
The City Bridge Trust	2,353	(2,353)	-	-
DHLUC	-	7,522	(7,522)	-
Avon Cosmetics Uk Ltd	84,390	96,245	-	180,635
Waltham Forest Council	5,404	(5,404)	-	-
Oak Foundation & Others	44,024	4,534	-	48,558
Legal Education Foundation	29	(29)	-	-
RTS & Membership	52,596	6,223	-	58,819
Big Potential Social Investment	2,668	-	-	2,668
People's Postcode Trust	1,840	-	-	1,840
Women's Aid Members Contribution to Apprenticeship	14,100	-	-	14,100
Restricted donations	482,978	(88,197)	11,000	405,781
Kering	26,869	(13,169)	-	13,700
Tesco	20,532	(20,532)	-	-
YSL	2,496	15,005	-	17,501
Black Rock	39,776	(23,430)	-	16,346
Barclays	96,974	(10,314)	-	86,660
Bank of America	53,099	(53,099)	-	-
Refinitiv	54,862	-	-	54,862
Ask Me Fundraising	23,578	8,674	-	32,252
Restricted Campaigns & Policy	2,252	(339)	-	1,913
Barbet	42,000	(42,000)	-	-
Bristol University Justice	9,519	(5,188)	-	4,331
Ballys	275,204	(239,085)	-	36,119
Hiscox	50,000	(18,356)	-	31,644
JJ Charitable Trust	20,000	-	-	20,000
Olwyn Foundation	2,575	(2,575)	-	-
Ricard Foundation	200,000	(200,000)	-	-
Tableau	8,068	(6,030)	-	2,038
The Sisters Trust	62,333	(62,333)	-	-
World Gold Council	43,640	(43,640)	-	-
Love Respect (Rest)	35,046	(35,046)	-	-
Bloom Ask Me Trainer	-	20,000	-	20,000
CAF Covid Support	-	108,213	(79,940)	28,273
MOJ IDVA Training	-	45,025	-	45,025
CVC Foundation	-	114,497	-	114,497
	1,971,996	(595,929)	(76,462)	1,299,605
TOTAL FUNDS	6,035,843	639,671	-	6,675,514

WOMENS AID FEDERATION OF ENGLAND

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2022**

20. MOVEMENT IN FUNDS - continued

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	3,186,216	(1,801,227)	1,384,989
Designated Fund - Membership development and sustainability	-	(140)	(140)
Designated Fund - Sector wide initiatives	-	(86,689)	(86,689)
Designated Fund - Internal Investments	-	(62,560)	(62,560)
	<u>3,186,216</u>	<u>(1,950,616)</u>	<u>1,235,600</u>
Restricted funds			
London Councils	314,922	(317,911)	(2,989)
Comic Relief	20,000	(31,003)	(11,003)
The National Lottery Community Fund	381,658	(518,414)	(136,756)
The City Bridge Trust	-	(2,353)	(2,353)
DHLUC	387,376	(379,854)	7,522
Avon Cosmetics Uk Ltd	137,376	(41,131)	96,245
Waltham Forest Council	-	(5,404)	(5,404)
Oak Foundation & Others	152,395	(147,861)	4,534
Legal Education Foundation	-	(29)	(29)
RTS & Membership	16,409	(10,186)	6,223
Restricted donations	128,957	(217,154)	(88,197)
Kering	41,854	(55,023)	(13,169)
Tesco	-	(20,532)	(20,532)
YSL	70,000	(54,995)	15,005
Black Rock	-	(23,430)	(23,430)
Barclays	-	(10,314)	(10,314)
Bank of America	-	(53,099)	(53,099)
Ask Me Fundraising	7,474	1,200	8,674
Restricted Campaigns & Policy	1,785	(2,124)	(339)
Barbet	-	(42,000)	(42,000)
Bristol University Justice	-	(5,188)	(5,188)
Ballys	61,902	(300,987)	(239,085)
Hiscox	-	(18,356)	(18,356)
Olwyn Foundation	-	(2,575)	(2,575)
Ricard Foundation	-	(200,000)	(200,000)
Tableau	-	(6,030)	(6,030)
The Sisters Trust	-	(62,333)	(62,333)
World Gold Council	-	(43,640)	(43,640)
Love Respect (Rest)	-	(35,046)	(35,046)
Bloom Ask Me Trainer	20,000	-	20,000
CAF Covid Support	1,106,244	(998,031)	108,213
MOJ IDVA Training	91,000	(45,975)	45,025
CVC Foundation	114,497	-	114,497
	<u>3,053,849</u>	<u>(3,649,778)</u>	<u>(595,929)</u>
TOTAL FUNDS	<u>6,240,065</u>	<u>(5,600,394)</u>	<u>639,671</u>

WOMENS AID FEDERATION OF ENGLAND

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2022**

20. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.4.20 £	Net movement in funds £	Transfers between funds £	At 31.3.21 £
Unrestricted funds				
General fund	710,234	3,280,602	(2,276,989)	1,713,847
Designated Fund - Membership development and sustainability	-	-	1,600,000	1,600,000
Designated Fund - Sector wide initiatives	-	-	350,000	350,000
Designated Fund - Internal Investments	-	-	400,000	400,000
	<hr/> 710,234	<hr/> 3,280,602	<hr/> 73,011	<hr/> 4,063,847
Restricted funds				
Home Office	-	3	-	3
London Councils	140	28,565	(25,716)	2,989
Lloyds Bank Foundation for England and Wales	6,250	(6,250)	-	-
Comic Relief	-	11,003	-	11,003
Other Small Grants	4,246	-	(4,246)	-
The National Lottery Community Fund	283,649	(64,853)	(20,000)	198,796
The City Bridge Trust	49,000	(46,647)	-	2,353
DHLUC	-	13,504	(13,504)	-
Avon Cosmetics Uk Ltd	20,158	66,842	(2,610)	84,390
Waltham Forest Council	22,403	(16,999)	-	5,404
Department for Digital, Culture, Media & Sport	12,109	(12,109)	-	-
Oak Foundation & Others	154,041	(91,684)	(18,333)	44,024
Legal Education Foundation	2,656	(2,627)	-	29
RTS & Membership	32,959	19,637	-	52,596
Big Potential Social Investment	2,668	-	-	2,668
People's Postcode Trust	1,840	-	-	1,840
Women's Aid Members Contribution to Apprenticeship	15,900	(1,800)	-	14,100
Restricted donations	43,798	434,934	4,246	482,978
Kering	-	26,869	-	26,869
House of CB	30,000	-	(30,000)	-
Tesco	23,333	(2,801)	-	20,532
YSL	39,825	(37,329)	-	2,496
Black Rock	-	39,776	-	39,776
Barclays	-	96,974	-	96,974
Bank of America	-	53,099	-	53,099
Refinitiv	-	54,862	-	54,862
Ask Me Fundraising	-	23,578	-	23,578
Restricted Campaigns & Policy	-	2,252	-	2,252
Barbet	-	42,000	-	42,000
Bristol University Justice	-	9,519	-	9,519
Ballys	-	275,204	-	275,204
Hiscox	-	50,000	-	50,000
JJ Charitable Trust	-	20,000	-	20,000
Olwyn Foundation	-	2,575	-	2,575
Ricard Foundation	-	200,000	-	200,000
Tableau	-	8,068	-	8,068
The Sisters Trust	-	62,333	-	62,333
World Gold Council	-	43,640	-	43,640
Love Respect (Rest)	-	(2,106)	37,152	35,046
	<hr/> 744,975	<hr/> 1,300,032	<hr/> (73,011)	<hr/> 1,971,996
TOTAL FUNDS	<hr/> <hr/> 1,455,209	<hr/> <hr/> 4,580,634	<hr/> <hr/> -	<hr/> <hr/> 6,035,843

WOMENS AID FEDERATION OF ENGLAND

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2022**

20. MOVEMENT IN FUNDS - continued

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	4,645,139	(1,364,537)	3,280,602
Restricted funds			
Home Office	488,902	(488,899)	3
London Councils	314,923	(286,358)	28,565
Lloyds Bank Foundation for England and Wales	54,760	(61,010)	(6,250)
Comic Relief	879,995	(868,992)	11,003
The National Lottery Community Fund	1,147,778	(1,212,631)	(64,853)
The City Bridge Trust	-	(46,647)	(46,647)
DHLUC	340,001	(326,497)	13,504
Avon Cosmetics Uk Ltd	131,488	(64,646)	66,842
Waltham Forest Council	-	(16,999)	(16,999)
Department for Digital, Culture, Media & Sport	-	(12,109)	(12,109)
Oak Foundation & Others	-	(91,684)	(91,684)
Legal Education Foundation	15,000	(17,627)	(2,627)
RTS & Membership	20,054	(417)	19,637
Women's Aid Members Contribution to Apprenticeship	-	(1,800)	(1,800)
Restricted donations	596,106	(161,172)	434,934
Kering	82,765	(55,896)	26,869
Tesco	-	(2,801)	(2,801)
YSL	250	(37,579)	(37,329)
Black Rock	39,776	-	39,776
Barclays	100,000	(3,026)	96,974
Bank of America	53,099	-	53,099
Julia and Hans Rausing Trust	150,000	(150,000)	-
BLF	100,600	(100,600)	-
Refinitiv	54,862	-	54,862
Ask Me Fundraising	27,450	(3,872)	23,578
Restricted Campaigns & Policy	58,178	(55,926)	2,252
Barbet	42,000	-	42,000
Bristol University Justice	9,774	(255)	9,519
Ballys	317,917	(42,713)	275,204
Hiscox	50,000	-	50,000
JJ Charitable Trust	20,000	-	20,000
Olwyn Foundation	30,000	(27,425)	2,575
Ricard Foundation	200,000	-	200,000
Tableau	8,068	-	8,068
The Sisters Trust	68,000	(5,667)	62,333
World Gold Council	45,000	(1,360)	43,640
Love Respect (Rest)	-	(2,106)	(2,106)
	5,446,746	(4,146,714)	1,300,032
TOTAL FUNDS	10,091,885	(5,511,251)	4,580,634

WOMENS AID FEDERATION OF ENGLAND

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2022**

20. MOVEMENT IN FUNDS - continued

Designated Funds

Fund		Description
Membership Development & Sustainability		This money has been set aside to support members in the challenges associated with local commissioning.
Sector initiatives	wide	This designated fund is for work across a number of key projects which will have sector wide impact
Internal Investment		An internal investment pot for investment in our infrastructure that will ensure the long term viability of the organisation

Restricted Funds

Further description of each material fund which includes the source of funding and nature of restriction:

Project	Description	Funders
Direct Services	The Women's Aid digital direct services include our Live Chat Helpline, the Survivors' Forum and our email support service. These services help thousands of women every year. These services ensure that women get the right response to domestic abuse and can find support in the way that best suits them. Our Live Chat Helpline is an online instant messenger service where women can access emotional support and guidance from trained and experienced support workers. Our email service, operated by specialist support workers, offers guidance and advice to survivors who contact us in need of support. The Survivors' Forum provides a safe, anonymous environment for women affected by domestic violence to speak out about their experiences and seek help and support, and has dedicated moderators to provide professional support and advice	Bank of America, Barbet, Blackrock, Comic Relief, Various, Gamesys, London Councils, Ricard Foundation, Tesco, Bloom UK
CYP	YSL supported the Safer Futures project, which will enable us to relaunch our nationwide network of Schools Advocates, consisting of domestic abuse professionals who champion prevention work in their region and support schools to address domestic abuse. encourage widespread engagement with schools across England to improve education for children and young people about domestic violence. The project aims to ensure that healthy relationships education is delivered responsibly and effectively across the country.	YSL
Change That Lasts	Change That Lasts (CTL) is a strategic programme piloting our strengths and needs-led approach within different settings with a range of funding and operational partners. Projects include BLF funded pilots of CTL, Home office funding of 'Sooner The Better' and its 'Trusted Professional' scheme, and piloting the 'Ask Me' scheme with Welsh Women's Aid funded by Comic Relief and the Home Office	Home Office, The National Lottery Community Fund (formerly BLF), Waltham Forest, DCMS

WOMENS AID FEDERATION OF ENGLAND

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2022**

20. MOVEMENT IN FUNDS - continued

Increasing research capacity	The aim of this project is to increase our Research team capacity, with additional hours for two members of staff. This will enable Women's Aid to produce more data and reports on Domestic Abuse in England and to ensure Women's Aid remains a leading authority on Domestic abuse, and continues to use evidence to support campaigns. A portion of this funding is also dedicated to updating 'The Power to Change' programme, the aim of the programme is to support survivors and their children in their journey of healing after experiencing domestic abuse. With this funding the team plan to expand and deepen the programme. We aim to address the gaps and weaknesses within the current version of the manual, in order to make it more suitable, better adapted and updated to the current climate in England.	Kering
Apprenticeships	Women's Aid are working with the Institute of Apprenticeship's to develop an Apprenticeship for Domestic Abuse Sector. The Apprenticeship will cover all roles currently operating within our membership organisations. The Institute have accepted the proposal put forward and allocated WA a relationship manager.	People's postcode
On Track	On Track, our outcomes monitoring and case management is used by nearly 80 organisations to facilitate their casework and evidence their impact. The national data it provides is used to inform and support our campaigning and advocacy work on behalf of members and survivors.	Avon Cosmetics, City Bridge Trust, Kering Foundation
Translation Project	The objective of this project is to ensure that our online resources are available to women for whom English is not a first language, or who face other accessibility barriers in accessing the information that we provide. We would do this by translating the key areas of our website into the most commonly spoken languages in the UK, including videos for those women who cannot read their mother tongue, and in BSL, as well as auditing our resources to be more accessible, e.g. for those who use screen readers. As a result of this project, more women will be able to access the information and support that they need.	Barclays, World Gold Council
Domestic violence & abuse bill	This funding enables us to engage survivors in the development of the law, using the Domestic Abuse Bill as a 'live study' of the law-making process, equipping and empowering survivors with the confidence and opportunities to influence the legislation. Thanks to continuation funding we can ensure survivors continue to build on their influence at this crucial time as well as expanding the project by involving our member services to support survivors in influencing legislation; and develop our network of Campaign Champions to better support them and enhance their campaigning impact around the law.	Lloyds Foundation, Legal Education Fund

WOMENS AID FEDERATION OF ENGLAND

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2022

20. MOVEMENT IN FUNDS - continued

Mental Health Campaign	The objective of this project is to develop a flagship new public policy campaign that will shape debates around domestic abuse and mental health and use momentum of the Domestic Abuse Bill to drive change forward. The campaign will run for 3 years. This campaign will be: driven by the priorities and voices of survivors; rooted in the expertise and views of our members; and will not mean that we speak for marginalised groups, but will enable us to build partnerships to ensure the voices and experiences of marginalised survivors are central to the campaign. We will be building on the lessons and learning of engaging a diverse group of survivors as 'experts by experience' in our Law in the Making project during 2019-20.	Gamesys Foundation
Training Portal	The donation was made with specific reference to the current Covid-19 pandemic. It was decided to use these funds towards the training portal so that Women's Aid could continue to carry out training online during the Covid-19 restrictions and beyond.	Hiscox, JJ Charitable Trust, Refinitiv
Routes to Support	The project provides a referral database of VAWG services and refuge vacancies to national helplines and local services. It further provides a public service directory on the Women's Aid website and the Goldbook Online directory which is available at cost to other agencies	DHLUC, London Councils
Love Respect	For the Love Respect project we held consultation with a group of young women to see what services they felt they needed. The conclusion of our learnings has led to the development of an interactive online advice hub, which also includes an instant messaging service. This exciting service for girls aged 14-18 will raise awareness of what an abusive relationship looks like, answer their questions about relationships and signpost them to specialist support if they are experiencing domestic abuse.	Avon Cosmetics, House of CB corporate funding
Covid support	The COVID 19 pandemic has had far reaching impacts on survivors and the specialist domestic abuse services which support them. Emergency funding from Trusts and Statutory organisations has enabled Women's Aid to deliver effective support to the life-saving national network of services, and to reach many survivors who have experienced escalating domestic abuse and harm. WAFE services continued to be in extremely high demand during the pandemic and as restrictions have begun to ease. In order to try and meet this demand we received support from trusts and statutory organisations to fund crucial staff roles that are supporting survivors and services during this incredibly busy time. We also received counselling costs to support the health of our staff who are in need of additional care due to an increasing workload and exhaustion.	Comic relief, NLCF /DCMS, Home Office, Kering, Lloyds Banking Foundation
No woman turned away	The No Woman Turned Away (NWTa) project provides dedicated support to women who face barriers in accessing a refuge space. A team of specialist domestic abuse practitioners receive referrals and we are continuing to conduct detailed monitoring and analysis of survivors' experiences alongside this.	DHLUC

WOMENS AID FEDERATION OF ENGLAND

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2022**

20. MOVEMENT IN FUNDS - continued

Procurement & Impact Programme	To provide support to domestic abuse services in the United Kingdom so that they become more sustainable and their organisational and financial stability are increased. This work involves working alongside member organisations to provide sustainability support, access to national quality standards and procurement services.	Oak Foundation
Member tech. needs	These funds were allocated to our smallest members to allow them to develop an online presence. This will enable our smallest members to create or update their websites and use them for marketing and fundraising purposes. This work is being centrally procured by the Membership Team, and has been really well received by our Band A members.	Olwyn Foundation, Tableau
Tech vs. Abuse	This project aims to redesign and update the Women's Aid Survivors' Handbook, by conducting user research with survivors to make it more accessible, user-friendly and help women get the information and support they need as easily as possible.	Comic Relief
Leadership	We were awarded a donation towards the salary costs of our Chief Executive for 3 years. As this is such a pivotal role in the domestic abuse sector it is crucial that our new Chief Executive is given time to develop and nurture relationships with funders, both statutory and trusts, as well as supporters, sister organisations, sector partners and government members. By the end of the 3 year funding period our new Chief Executive will have led the development and implementation of our new organisational strategy.	Sister's Trust
Audience mapping	Small amount of funding to be used for audience mapping.	Big Potential Social Investment
National Training Centre	Funding provided to expand the National Training Centre capacity to deliver accredited training for up to a further 180 additional IDVA training candidates.	MOJ IDVA
Covid 19 resilience fund	Project aiming to strengthen the UK network of domestic abuse services emerging from the Covid-19 crisis. The grant is provided to the "VAWG Partnership" which is made up of the four Women's Aid federations (England, Wales, Northern Ireland and Scotland) and Imkaan. The VAWG Partnership will work collaboratively to support the specialist domestic abuse (DA) sector to recover from the devastating effects of Covid19 and potential further devastation from a second wave and recession. The partnership will build resilience within the DA sector, building upon new ways of engaging digitally that are emerging through Covid19, future proofing us for a digital world, and utilising these to remove the barriers to support, learning and resources that are required by services now more than ever. The Grantee (WAFE) will be the lead organisation in this project. WAFE will be the recipient of the grant and will be accountable for managing the onward payments, overall programme management and the delivery and outcomes of the WAFE elements of the project. Imkaan, Welsh Women's Aid, Scottish Women's Aid and Women's Aid Federation of Northern Ireland will be recipients of the onward grants and will each be accountable for the delivery.	Managed by CAF; funded by ABI

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2022

20. MOVEMENT IN FUNDS - continued

Support of membership organisations	This funding will be used to support our membership team, who are doing vital work supporting our network of member organisations. We will use this donation to work alongside our member organisations, and the local services they provide, to ensure that we are continuing to meet the developing needs of survivors. We will work with our members to increase their long term organisational and financial stability, after the negative impacts the sector has felt since the onset of Covid-19. The long term sustainability of our network of member organisations is absolutely vital to ensuring that survivors receive the best support for them. This donation will ensure that Women's Aid are able to continue offering life-changing, and often life-saving, support to women and children who have suffered from, or are exposed to, domestic violence.	CVC
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Transfers between funds

The transfers between funds between 1st April 2021 and 31st March 2022 were as follows:

£	Description	From fund	To fund
49,540	To fund staffing costs for CAF Covid19 response work	CAF Covid Support	Unrestricted
30,400	For training bursaries distributed by National Training Centre	CAF Covid Support	Unrestricted
11,000	To reflect the contribution of the Direct Services team to the Routes to Support activities	Routes to Support (DHLUC)	Direct Services Fundraising
3,478	To cover staff time that supported the project	Unrestricted	Routes to Support

During the year several projects had funding reallocated, these are noted below

£	Description	From fund	To fund
86,689	To top up designated funds to required level	Unrestricted	Sector wide initiatives
62,560	To top up designated funds to required level	Unrestricted	Internal investments
141	To top up designated funds to required level	Unrestricted	Membership, development and sustainability

WOMENS AID FEDERATION OF ENGLAND

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2022**

21. RELATED PARTY DISCLOSURES

Women's Aid worked with Refuge, the Rape and Sexual Abuse Support Centre, and the Women and Girls Network to deliver Domestic and Sexual Violence Helpline Services to London.

Six Trustees hold senior positions with member services where there is a small possibility of "Conflict of Interest" and to avoid this the Board ensures the Women's Aid Conflict of Interest Policy is followed at all times.

The Board of Trustees were drawn from member organisations running services to address violence against women and children. These organisations received a small honorarium in recognition of their support for the work of the Board of Trustees. Payments were made to the following organisations:

	2022	2021
	£	£
Harv Domestic Abuse	1,750	1,300
IDAS	1,020	900
Apna Haq	900	1,050
Rise	850	1,350
Staffordshire Women's Aid	650	400
Cambridge Women's Aid	450	400
Stop Domestic	400	-
Jewish Women's Aid	-	550
	<u>6,020</u>	<u>5,950</u>

Reimbursement of expenses was made to the following organisations/individuals on behalf of Board Members:

	2022	2021
	£	£
Rise	-	592
	<u>-</u>	<u>592</u>

Sales relating to conference places, publications, training courses and job adverts on the charity website were made to the following organisations:

	2022	2021
	£	£
IDAS	59,890	2,495
Stop Domestic	17,345	-
Rise	5,330	-
Cambridge Women's Aid	1,070	5,240
Staffordshire Women's Aid	940	5,900
Harv Domestic Abuse	940	440
Jewish Women's Aid	660	620
Apna Haq	220	320
	<u>86,395</u>	<u>15,015</u>