

REGISTERED COMPANY NUMBER: 03171880 (England and Wales)
REGISTERED CHARITY NUMBER: 1054154

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

FOR

WOMENS AID FEDERATION OF ENGLAND

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WOMENS AID FEDERATION OF ENGLAND

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FOR THE YEAR ENDED 31 MARCH 2024**

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WOMENS AID FEDERATION OF ENGLAND

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2024

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 2024. 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).

The last year has been yet another strong year for Women's Aid, as the organisation has worked towards its goal of ending domestic abuse.

The trustees of Women's Aid Federation of England, 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 2024. 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 a system of committees, to its structures for strategic input. The committees' membership includes board members and relevant staff, as well as appointed external Associate Trustees from member organisations and other external experts. These Associate Trustees act in an advisory capacity only, but support and strengthen the ability of 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 has undertaken a governance review this year, see governance.

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On appointment, new board members receive an 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: - undertake training; - take part in trustee or specialist networks; - have appraisals; - review their performance; and - undertake benchmarking.

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.

Introductions from our Chief executive, chair and patron

Farah Nazeer, Chief executive, Women's Aid

Reflecting on the past year, I am proud of everything Women's Aid has been able to accomplish. While I recognise that there is still a lot of work to do before our work is done, we have worked tirelessly over the last year with our members to lobby government, raise life-saving funds and campaign for change. We thank every person and organisation that has come together with us to make this progress possible.

Over the last year, we've achieved important successes, which need to be celebrated. Our Emergency Fund pilot with the Home Office resulted in the introduction of the Flexible Fund, which provides an avenue for survivors to access the financial means to escape abuse. This fund provides survivors with deposits on accommodation, laptops so they can go back to work, the money they need to buy white goods and other key necessities which can make all the difference.

I am incredibly proud of the work we did in shining a light on the financial hardships faced by specialist domestic abuse services. We have continued to advocate for our members and spoken out about the difficulties they face when it comes to obtaining funding - including developing a briefing on the impact of local government finances on domestic abuse services and survivors, which has been disseminated to key government stakeholders and raised in the national press.

For Women's Aid, this year is particularly special, as it marks the 50th anniversary of the organisation. Over half of a century, our federation has flourished into a sisterhood of 180 organisations, and our impact has been significant and indisputable. I am incredibly proud of our many milestones, such as the introduction of the landmark Domestic Abuse Act in 2021 (in spite of some critical shortcomings) and am deeply grateful for every woman in our federation - your dedication, commitment and passion make life-changing improvements to the lives of countless survivors of domestic abuse, helping them rebuild their lives and fight for justice.

Looking forward to the future, I am of course hopeful that in 50 years there will not be a need for us as an organisation in our current form and that domestic abuse will no longer be the most serious and prevalent crime committed against women and children in this country. Our campaigning efforts, our ongoing dedication to putting survivors at the heart of everything we do, as well as the invaluable work done by our members mean that more people are becoming aware of the horrors of domestic abuse.

I want to express my heartfelt thanks and gratitude to the whole team at Women's Aid, our members, our board who volunteer so much of themselves and their time, to our Treasurer Lindsey Wishart for wisdom, expertise and support, and to our Chair Sarah Hill, for her kindness, guidance and leadership. Working together we can eradicate this gender-based abuse.

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Seeing our collective successes over the last year, I am more hopeful than ever that our mission will be achieved soon, and that a world where women and children will finally be safe is in reach.

Sarah Hill, Chair

As the Chair of the Board of Trustees at Women's Aid, I would like to thank the team for their hard work over the last year, and our CEO Farah for her insightful and brave leadership. Despite continued challenges, Women's Aid achieved so much. The cost-of-living crisis still presents a significant obstacle for our work, as the federation has to support a membership of local domestic abuse services that have faced increased costs, at a time of decreased donation, but we have continued to provide survivors with the support they need and work tirelessly to make meaningful change.

Our federation brings specialist domestic abuse charities together, allowing for the sharing of knowledge and expertise, and a supportive network of like-minded campaigners who are striving to ensure that the needs of survivor are met. We are grateful and would like to thank those who have helped us and made our lifesaving work possible - from Live Chat and No Woman Turned Away project, to our campaigns and training, and preventative work with children and young people. Together, as a strong and effective network, we can create a world where survivors get the support they need, and where domestic abuse is no longer tolerated.

Melanie Brown MBE, Patron

On behalf of Women's Aid, I would like to thank every single person who makes our work possible. If it wasn't for our supporters, funders, and fundraisers, we would not be able to provide survivors of domestic abuse with the support that they need to heal from the trauma they have experienced.

It takes survivors like me so much courage to come forward and reach out for support, so we desperately need people like the dedicated team at Women's Aid, who will believe and support women living with abuse from their partner or ex-partner, and the children who are living in fear of domestic abuse.

Domestic abuse is widespread and happening right now in every part of society. For a long time, it has been seen as a private issue, that happens behind closed doors, but thanks to the work of charities like Women's Aid and survivors speaking out - which is how I try to help other women - we are finally talking about it and making it the public issue it needs to be.

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OBJECTIVES AND ACTIVITIES

Impact and priorities

Cultural Shift

As Women's Aid enters our 50th year, domestic abuse is still highly prevalent within our society and remains a gendered crime that disproportionately affects women and girls. This is even truer for those from marginalised backgrounds, who face additional inequality and discrimination. We know that 1 in 4 women have experienced domestic abuse since the age of 16..

Women's Aid want to see a cultural shift which makes domestic abuse something that is no longer tolerated in our society. Women's Aid research[2] showed us that a big part of this can only come through challenging and changing attitudes towards domestic abuse and the behaviours that underpin abusive relationships.

Our Come Together to End Domestic Abuse campaign seeks to engage key audiences to challenge myths and reinforces Women's Aid key messages

We used our voice in the media to amplify the voices of survivors and raise public awareness of our work to reduce tolerance of domestic abuse

In the last year:

- 1,100: Our spokeswomen have been quoted in over 1,100 articles
- 12,343: Women's Aid was mentioned in the media a total of 12,343 times
- 377,000: Across our Facebook, Instagram, Twitter, TikTok and LinkedIn, we have a combined following of over 377,000 people.
- 30,000: We welcomed nearly 30,000 new followers to our channels, joining our powerful online community and working together to end domestic abuse.
- 5 million: Our posts on social media reached over 5 million people
- 78% more people than last year viewed the Women's Aid website for additional information after visiting our socials.

We engaged policy makers with our Come Together messaging

To engage policy makers with our ambition to make domestic abuse intolerable, we took our Come Together messaging to party conferences. Here, we highlighted the needs of 'by and for' services for Black and minoritised women, and how our work needs to always consider the barriers facing the most marginalised survivors in accessing specialist support.

We used our expertise to align reporting on domestic abuse in the media with our messaging and address poor quality reporting

We delivered media guidance workshops to journalists and media organisations to improve how domestic abuse is reported and spoken about in the press.

"Informative and educational session. It was particularly interesting to hear you remind us of the sensitives around photo use and reporting of roles within a family unit and avoiding a certain framing." Media guidance workshop attendee"

We influenced a change in the Independent Press Standard's Organisation's Domestic Abuse and Homicide clause, directly impacting how domestic abuse is reported and spoken about in the press. This means that the culture of 'victim-blaming' is no longer acceptable, and survivors have a greater right to privacy by avoiding disclosures of location.

Our patrons, ambassadors and supporters used their influence to support us to change attitudes by raising awareness of our work across society

Our patrons, ambassadors and supporters worked tirelessly with us to help end domestic abuse, sharing their experiences, expertise and voice across events, social media and the news.

We held a Come Together to End Domestic Abuse themed gala with Tina - The Tina Turner Musical. Our ambassador, Michelle Griffith-Robinson, spoke to just under 1000 people in the audience about the lifesaving work of Women's Aid, our 50th anniversary, Come Together and the importance of the event in helping to #EndAbuseTogether.

Brutally Honest

We worked with our patron Melanie Brown MBE on her Brutally Honest book launch as part of our International Women's Day campaign, also called Brutally Honest. Our campaign received over 200 pieces of news coverage, highlighting significant achievements from the last 50 years, and calling for continued change.

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Our press coverage reached 2.4 billion people during the month of March and increased our social engagement across our platforms, including a 345% increase on Twitter.

"My story was so impactful and it's not just my story it's every other woman's story, ours are all exactly the same, abuse is abuse, we're all surrounded by it, so we need to do something about it, it just shows how much we are needing Women's Aid." Melanie Brown MBE Women's Aid Patron"

We worked with leading employers to improve awareness and understanding of the impact of domestic abuse as well as the support available in the workplace

We worked with employers to train their leadership and staff to improve understanding of domestic abuse and the impact of domestic abuse in the workplace through our corporate training offer which reached over 200 people through 6 organisations this year.

We reached children and young people in education and online settings to improve their understanding of what makes a healthy relationship.

We added to our evidence base on creating effective education about relationships for children and young people (CYP) with the launch of our Influencers and Attitudes[3] report in October 2023. This research explores CYP attitudes towards relationships and considered what influences these attitudes, particularly the digital space and social media. Key findings include:

- Children and young people exposed to misogynistic social media content were almost 5 times, more likely than those not exposed to view hurting someone physically as acceptable if you say sorry afterwards
- 1 in 3 women experienced the RSHE they had in school as rushed and awkward
- 1 in 4 women felt that it had no understanding of pre-existing trauma.
- Whilst 70% of children and young people said they would seek support if affected by domestic abuse, 61% of them were unsure or did not know where to turn for this.

We put our learning into practice by:

- Sharing our learning with 280 people who attended our research launch event LINK: <https://www.womensaid.org.uk/influencers-and-attitudes-report/>
- Reaching out to 2,573 children and young people in schools through our Expect Respect training program, educating CYP about healthy relationships. LINK: <https://www.womensaid.org.uk/information-support/children-and-young-people/expect-respect/>
- Improving Love Respect, our website for 14-24-year-olds looking to learn more about healthy and unhealthy relationships. New content added included information about online safety, intimate images, asking adults for help, and more. The site was visited by 10,348 users last year. LINK: www.loverespect.co.uk

Coming together to provide lifesaving support

Women's Aid want to see survivors able to access the right support for them, at the right time. To work towards this, we provided a range of support to the domestic abuse sector, our membership and survivors.

We shared knowledge and resources with the domestic abuse sector to transform the future for survivors of domestic abuse

Our 2023 national conference 'Transforming the future for survivors together' provided a space to bring the sector together to learn and influence on responses for survivors

We welcomed 277 people from across the sector to our national conference in July. We were joined by Women's Aid members, representatives from the wider women's sector, local government, commissioners, corporates, and academics.

We provided spaces to strengthen the sector through networking, learning from each other and hearing from policy makers and other stakeholders - and, of course, to question and challenge decision makers!

- 79% attendees reported that the conference helped them to build new or existing relationships
- 74% of attendees said that they left the conference with a better understanding of how their work could influence women's safety
- 92% said that information from the conference would influence their thinking

"This was my first time attending the conference and it was inspired to be around so many people willing to stand up and use their voices and actions to better the lives of women and girls" - Women's Aid Federation Member

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"Meeting fellow colleagues within the sector really reignited passion for working within the sector." - Women's Aid Federation Member

We created new ways to share knowledge across the sector

In November we launched our new Research Bulletin. We now have over 300 subscribers receiving timely information on the latest research across the sector. Supporting people from across the sector including Women's Aid members, local and national domestic abuse and VAWG organisations, academics, commissioners, researchers and government. Want to subscribe? Email us at researchandpolicy@womensaid.org.uk

We upskilled the sector through the work of our Training and Education Team

Nationally recognised qualifications to ensure quality responses for survivors using domestic abuse services

- The Certificate in Tackling and Preventing Domestic Abuse: more than 150 people completed the certificate which is endorsed by the Home Office as suitable for the Independent Domestic Violence Adviser (IDVA) role.
- The Award in Tackling and Preventing Domestic Abuse: this course provides a springboard for a career path in the domestic and sexual violence sector.

"I am better able to understand how to support my clients and what they are entitled to"- Training attendee

"I am now able to work in a more informed way, having the historical knowledge of domestic violence and the patriarchy helps to understand the way various statutory organisations currently work, and why this is problematic".- Training attendee

Bursaries to increase access to training and reach

- Thanks to funding partners, Charities Aid Foundation (CAF) we were able to provide bursaries to 41 people to undertake one of our qualifications. An additional 48 domestic abuse professionals also received bursaries to access training on the MVDAC.
- Bursaries from the Home Office enabled 143 people from 34 organisations to attend one of our facilitator training courses to member services (The Power of Change, Helping Hands and You and me, mum).

Targeted training to improve responses for marginalised groups of survivors

- We trained professionals working in the sector to improve understanding of the Migrant Victims of Domestic Abuse Concession (MVDAC).

Facilitator training models to increase capacity

- You and Me, Mum: a programme to empower and support survivors by furthering their understanding of their role as mothers and addressing the needs of children and young people impacted by domestic abuse
- Helping Hands: for professionals working with children and young people. It addresses challenging issues around personal space, safety planning and awareness of acceptable and unacceptable behaviours, not only in others but also in themselves.

LINK: <https://www.womensaid.org.uk/what-we-do/training/>

We maintained and improved the Routes to Support directory and referrals database to enable survivors to find the right service for them

Routes to Support (RtS) is the UK violence against women and girls service directory which we run in partnership with our UK-wide Women's Aid sister federations. The online directory allows users to locate the right support for survivors they are supporting throughout the UK, whether that be outreach, pet fostering or an up-to-date refuge vacancy. It also provides a UK wide dataset on the scope and nature of domestic abuse provision giving vital insight into the sector.

This year we reached a huge milestone, celebrating 20 years of Routes to Support (RtS) providing a lifeline for survivors.

"[Routes to Support] is absolutely crucial to what we do now. I mean, when it first came along we thought all of our Christmases had come at once. And it's our primary tool to enable us to deliver our services " - Lisa Johnson, Head of Direct services at Women's Aid

Routes to Support continues to be a vital resource for the sector:

- 97% of users agreed that RtS improves accessibility to services for women and children experiencing domestic abuse
- 97% of users agreed that RtS is an essential resource for the VAWG sector
- 96% of users agreed that RtS is useful in supporting their work

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We continually update and improve Routes to Support to make sure it is meeting the needs of the sector.

This year, we launched our RtS Referral Manager which enables frontline organisations to instantly create and send referrals to services and refuges listed in RtS and track the status of that referral within On Track in a matter of minutes. Services receive external referrals directly to their On Track system, ready for processing and follow-up all in one place. The aim of the Referral Manager is to make life in frontline services easier and more efficient - leading to better support and outcomes for survivors.

Want to know more? Visit: <https://www.womensaid.org.uk/what-we-do/i-work-with-survivors/routes-to-support/>

We used data to strengthen domestic abuse services through the development and promotion of On Track, Women's Aid's case management and outcomes measurement system

On Track offers:

- Improved data quality and reporting data;
- Streamlined case work
- Use of our outcomes framework to improve, measure and evidence outcomes for survivors;

It also provides Women's Aid with the largest anonymised dataset on domestic abuse in England which in turn informs all strands of our work at Women's Aid.

In October, we reached the milestone of having over 100 local domestic abuse organisations using On Track. Ongoing development of the On Track database to allow support workers to collect the information they need to support survivors.

- We added new features to the system including developing a Cost of Living tab which enables services to record and report on the impacts of the crisis on survivors. So far, we've collected information on how the Cost of Living crisis is affecting over 5,000 survivors in our national dataset

We continue to improve our On Track user and Impact training offer to build capacity in the sector on talking about the impact of our work

- Women's Aid's On Track team offers a series of On Track and Impact courses to support domestic abuse services to use OASIS On Track and build skills in data, analysis and evaluation
- We launched our new eLearning platform, which houses every step of the booking, attendance, and follow-up process for our training in one place, making engagement with our offerings more streamlined, efficient and accessible
- Our On Track and Impact courses were attended by over 200 staff across the sector, over 20% of whom were from 'by and for' services[4], with a total of 39 live webinars held, totalling to over 100 hours of training time, in addition to our pre-recorded eLearning modules.
- 92% of all learners said their course 'Was useful for me in my role'
- 91% of attendees to the On Track Staff Training course agree/strongly agree that they now 'Have increased confidence in using On Track'
- 100% of attendees to the Reporting with On Track course agree/strongly agree that they now 'understand the importance of entering data into On Track so that reports will be more meaningful and useful'

Want to know more? Visit: <https://www.womensaid.org.uk/what-we-do/ontrack/>

We supported our members to improve quality and capacity in their services

We are proud to be a strong and diverse federation of 187 organisations, with 8 new members welcomed over the last year. This includes 32 'by and for' Black and minoritised member services. Over the last year, we have supported our membership in many ways.

We created a strong support network to increase resilience

- We held 24 networking meetings for trustees, senior leaders and operational staff - with over 200 attendees facilitating peer support and sharing of best practice
- Our CEO GoogleGroup network facilitated over 350 conversations which shared knowledge and expertise
- Our Sector News e-letter was sent monthly to over 900 subscribers from member services, updating them on developments within Women's Aid, and the wider VAWG sector as well as highlighting opportunities for training, consultation and funding

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Our National Quality Standards support the domestic abuse and violence against women and girls (VAWG) sector to ensure the long-term safety and recovery of survivors, as well as the prevention of further harm.

The NQS support the effectiveness and sustainability of the sector, are survivor centred and focus on the expertise, knowledge, and effectiveness of specialist domestic abuse services ability to evidence, maintain and promote survivor led outcomes and demonstrate the quality of their service. Our NQS are referenced in government's statutory guidance from The Domestic Abuse Act 2021 as best practice.

This year, 28 members have achieved National Quality Standard accreditation. An additional 7 members have been supported prior to undertaking NQS accreditation. This has ensured members are delivering safe survivor-centred and needs-led services.

We facilitated distribution of donations to local services to support their work with survivors

Thank you to Avon who donated pyjamas, jewellery, toiletries, makeup, slippers and more made to 40 Women's Aid members.

"I just want to say a big thank you to you all at Women's Aid for your generous Avon donation. Your contribution of loungewear, pyjamas, and bras for the women we support is so helpful and will make a significant impact on their lives. Thank you once again for your ongoing generosity and support." Women's Aid member service

We have continued to fight for fair funding for our member services.

We have continued to fight for fair funding for our member services and challenge conventional approaches to procurement and commissioning which are harmful for specialist domestic abuse services, particularly smaller or specialist 'by and for' services for Black and minoritised women.

We worked with local government and commissioners to demonstrate the value of using flexible commissioning practices for funding domestic abuse support

- We held workshops exploring alternatives to procurement, on which we collaborated with public benefit lawyer Julian Blake. These were attended by over 50 members and commissioners
- We produced legal guidance resources on flexible approaches to commissioning to raise awareness of appropriate, legally sound practices for funding specialist domestic abuse services

Provided expert support to members facing funding and commissioning challenges to mitigate the impact on their services

- We provided tailored 1-1 support to members
- We supported members facing severe financial pressures to secure funding from the Department for Culture, Media and Sport/National Lottery Community Organisations Cost of Living Fund. At least 17 members were successful in obtaining funding from the Cost of Living Fund

Used our voice to increase awareness of financial pressures on the sector

- We developed a briefing on the impact of local government finances on domestic abuse services and survivors, which has been disseminated to key government stakeholders and raised this issue in the national press

We supported survivors through our range of online and telephone support services, to ensure that they receive the right support, at the right time, for their needs.

Our Survivors Handbook provided practical support and information for women experiencing domestic abuse, with simple guidance on every aspect of seeking support. Last year it was viewed 195,053 times.

Survivors' Forum provided a safe, anonymous, space for women who have been affected by domestic abuse to come together, share their experiences and give one another practical and emotional support on their recovery journey.

- 15,189 people in total registered
- 701 new registrations this year
- 96.5% said the forum has helped them to gain a better understanding of domestic abuse

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Our Live Chat connected survivors of domestic abuse to a specialist support worker for advice and support.

- 14,887 live chat sessions held
- On average we've had conversations with 1,241 people a month
- Email support was available for survivors who prefer not to remain online to chat with a support worker, or who want a written response they can keep.
- Responded to 11,350 contacts through our email service

Our Professionals Service supported those working with survivors to provide an improved response to the survivors they support

- On average we supported 53 professionals every month
- When asked, 100% of those who used the service would recommend Women's Aid's service for professionals to a co-worker who was working with a woman experiencing domestic abuse
- 95% said that after contacting the service, they felt better equipped to support their clients

Our No Woman Turned Away (NWTa) project offers support to the most marginalised women to find safe outcomes in spite of the barriers they face

The practitioners within NWTa provide advocacy and support to women who have not been able to find refuge space due to one or more barrier.

We received a total of 330 referrals in the reporting period. Of these, 230 (70%) went on to receive support. A total of 211 women with 207 children completed their period of support during the year.

The practitioners found safe housing for many of the women they supported

- By the end of support from the NWTa project 46.9% of women had a new housing outcome

Practitioners increased safety for many women in vulnerable positions

- For 60% of women, there had been an improvement in their safety compared to intake

The NWTa practitioners referred and signposted women to other specialist support services to meet their needs.

- 35% of women (74) went on to access support from another VAWG organisation and 36% of women (77) went on to access support from another type of (non-VAWG) organisation

We can see the difference our NWTa project can make in our Nowhere to Turn report series and through Imani's story:

Imani* experienced further abuse from the perpetrator while waiting for safe accommodation, including a physical assault which required a hospital visit. Imani slept rough at a police station and on a bus and stayed at a stranger's house. When Imani asked the police for help, they said they were unable to do anything as she had no recourse to public funds. Imani only had £5 left when she was referred to NWTa and had very limited mobile phone credit to make calls. The NWTa project supported Imani to understand her options and applied for a Destitution Domestic Violence Concession (DDVC), which was successful. Imani initially stayed in a hostel before accessing refuge after extensive support from the NWTa practitioners including safety planning, referring to immigration support, asking local domestic abuse services to provide support on the ground, and making referrals to refuges.

*The name and other identifying information from this survivor has been changed to protect her anonymity

Emergency Fund and Flexible fund

We piloted a new approach

On 10th May 2023, Women's Aid launched a pilot Emergency Fund to support survivors of domestic abuse in England and Wales by offering one-off payments. Designed to address financial barriers and support them to flee an abuser and to remain independent. The Home Office awarded a fund of £300,000 to deliver flexible grants for survivors of domestic abuse as part of the previously announced Tackling Domestic Abuse Plan[5].

The evaluation[6] of the pilot gave us valuable insight into the difference this funding had made to survivors. The pilot demonstrated the demand and need there was for this type of funding, we saw:

- 626 successful applications
- 70% of applications were for women with dependants
- 78% of applicants used their grant to replace or purchase essential goods for themselves or children
- 83% of applications said that the funding would be used to flee an abuser

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The most notable impact seen by referrers was on the mental health and wellbeing of women they support. The funding was able to alleviate pressures and worries, relieve economic stress and made survivors feel valued.

We launched a new iteration with learning from the pilot

In January, Women's Aid announced the launch of the Flexible Fund in partnership with the Home Office. This is an additional £2 million to support survivors and for the first time, survivors could also apply for a further one-off payment of up to £2,500 to help secure a sustainable independent future. The fund opened in February and will continue until March 2025, one recipient talked about the difference it made to her:

"Today, I have received a message saying I have been awarded £1,500 by Women's Aid fund. I am really over the moon. Your award hasn't only provided me with financial aid, but it has also reminded me of the importance of kindness and compassion in this world! Your willingness to go above and beyond to help me during my difficult situation means more to me than words can express.I hope I, Insha'Allah, one day have the opportunity to pay it forward and make a difference in someone else's life, just as you have done for me! " - survivor who received funding from the Flexible Fund

We provided support to survivors with the cost of travel to refuge through our Travel to Refuge schemes

Last year we launched the Road to Refuge scheme to add to our existing Rail to Refuge scheme. This new scheme supports survivors fleeing to refuge to access free travel by coach and is delivered in partnership with National Express.

We also continued to support with the delivery of Rail to refuge, this year:

- 2679 survivors, including 702 children over the age of five, accessed the Rail to Refuge scheme
- 85% of survivors reported that they would not have travelled had the journey not been paid for

" I was very stressed. My daughters were getting ill. There was nowhere for them to play. We were stuck in the hotel, I had no friends and was getting depressed. I contacted [Women's Aid member service]. They help me with the coach ticket. I had no money. I was told I do not need to pay to travel. The ticket was booked and I travelled the next day. "- Rail to Refuge user

Coming together to put survivor needs at the heart of policy

We engaged with decision makers to ensure that survivors' needs are at the heart of national policy

We successfully campaigned for an amendment to the Victim and Prisoners Bill to recognise that survivors should have access to a breadth of services depending on their need.

Clause 15 had originally named only Independent Domestic Violence Advisors (IDVAs) and Independent Sexual Violence Adviser (ISVAs) on the face of the Victim and Prisoners bill. This did not recognise advocacy roles that did not fit this model, such as those provided 'by and for' Black and minoritised services, and also failed to recognise the broader work of community-based support services. The government ultimately agreed with Women's Aid that this could lead to the unintended consequence of a hierarchy of support services and replaced the clause to more broadly name 'specified victim roles', which reflects the wide range of services survivors rely on and ensures that the specialist 'by and for' sector were recognised and included.

Our General Election 2024 manifesto called for all political parties to commit to three pillars to improve outcomes and responses for survivors and services:

- INVEST to save: fund specialist women's services to save lives and money.
- SUPPORT survivors: deliver the right response the first time.
- PREVENT abuse: transform societal attitudes and understanding.

We coordinated and collaborated on joint work across the sector to ensure a strong VAWG voice in public affairs

Collaborations such as our VAWG sector monthly calls, which we jointly chair with the End Violence Against Women Coalition, and the General Election and Victims and Prisoners Bill sub-groups, are vital to ensure breadth of voice across the full spectrum of VAWG services, with true regional and local expertise feeding into public affairs. These have extended our influence by:

- Publishing a joint general election manifesto, signed by over 70 organisations
- Attending joint meetings with MPs and Peers
- Submitting joint letters, amendments to Bills and responses to consultations

WOMENS AID FEDERATION OF ENGLAND

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By supporting organisations to undertake joint work, we can ensure the sector stands together with a strong voice and share our expertise and knowledge which informs our priorities. This includes advocating for the needs of, and specific support needed for, criminalised survivors and removing the many additional barriers faced by migrant survivors.

We have campaigned for legislation to protect survivors of domestic abuse from poor practice. Influencing change in policy and practice plays a vital role in reducing barriers to fleeing and ensuring survivors get the support they need.

We responded to 18 consultations and inquiries, representing survivors' and members' needs to Parliamentary committees, government departments and other agencies.

We have worked with members of the House of Lords and other VAWG sector organisations to table amendments on:

- Defining community-based support domestic abuse services
- Creating protection for survivors from unregulated experts in the family courts
- Prohibiting unsupervised contact for children with perpetrators
- Signposting survivors to specialist services in the Victims Code

We have advocated about our concerns of survivors and services on failings in the family courts and worked with decision makers to ensure the family justice system is safe for survivors and their children.

It has been almost four years since the publication of the Ministry of Justice's pivotal 'Harm Panel' report, which found systemic failures in how the family courts responded to domestic abuse. The panel made a number of urgent recommendations - but the pace of change remains slow.

We campaigned on the harmful potential impact on survivors of plans for compulsory mediation in the family courts. In February 2024, the Government reversed these plans.

In June 2023, we coordinated an open letter from our patron Mel B and signed by almost 3,000 people, calling for the Panel's recommendations to be implemented urgently and in full to improve the safety of the family courts.

We have also responded to consultations by the Ministry of Justice, Family Justice Council and Review of Civil Legal Aid, advocating for policy and decision making in the family courts to be designed around survivors' needs.

Beyond political audiences, our Experts by Experience shared powerful quotes about their family court experiences on social media to mark Time to Talk day in February and Mothers' Day in March. These reached around 40,000 people and compellingly demonstrated the need for urgent reform.

We also stepped up our influencing work with local decision makers to ensure they prioritise survivors and the lifesaving specialist support services they need.

We connected and supported local stakeholders so that best practice to end domestic abuse can be shared.

- We launched our Domestic Abuse Councillor Network in October. We shared newsletters with the network with the aim to raise awareness of the needs of survivors and the challenges facing domestic abuse services, helping councillors improve local practice to better support survivors and services. Network members, who now number over 160 and include councillors and Police and Crime Commissioners across political parties, benefit from tailored communications and events. The newsletter has an open rate of 70%.

We engaged key health stakeholders to secure domestic abuse, and specifically survivors' mental health, as a strategic priority within the health sector.

- We engaged Integrated Care Boards (ICBs) to highlight the importance of including domestic abuse and VAWG in their Joint Forward Plans. These plans will inform future commissioning priorities and we hope greater attention will be paid to specialist services, whose amazing work to support survivors often has no dedicated funding.
- In June 2023, we held a Health Summit with over 40 attendees from a range of VAWG sector organisations, the NHS and health commissioners. Sharing knowledge and best practice helps drive improvements to the domestic abuse response from health organisations.

WOMENS AID FEDERATION OF ENGLAND

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Our Experts by Experience network strengthened survivor voice in our own work and the national agenda. Our Experts by Experience network of survivors has gone from strength to strength, welcoming five new members last year. Through speaking at different events, the diverse community of survivors has collectively reached over 70 family lawyers, 30 health professionals, 20 councillors and many more decision makers and professionals, sharing their expertise to improve policy and practice.

"An inspiring group of strong women [...]. I just wanted to say thank you again and reinforce how important the work you do is and reflect on the impact and strength you provide" Survivor who attended our IWD survivor event

Our Survivor engagement guide supports others to better centre survivors' voices meaningfully across all sectors. We worked with Imkaan and Women's Aid sister federations in the devolved nations to develop our guide to meaningful survivor engagement. This was published in March and has already been viewed/downloaded over 4,000 times and will help professionals across sectors to better centre survivors' voices.

We led the way in evidence and data on domestic abuse to ensure responses to domestic abuse are grounded in evidence and the voices of survivors and services

Over 21,000 people have downloaded our reports and publications from our website. We published three reports this year: Nowhere to Turn 2023 shines a light on the perilous and difficult journeys that many survivors who face structural barriers or inequalities in accessing refuge must undertake to escape abuse;

Influencers and Attitudes gives new insight into children and young people's perceptions of domestic abuse; and The Domestic Abuse Report 2024: Annual Audit brings together the most comprehensive set of data on domestic abuse in the country, including both Women's Aid datasets and findings from our Annual Survey and FOIs.

The Domestic Abuse Report 2024: Annual Audit

Our annual publication used data from On Track, Routes to Support and the Annual Survey, and shows that 49% of domestic abuse organisations had been running an area of their domestic abuse service without any dedicated funding; and 63% of services reported that survivors couldn't afford to leave the perpetrator.

Provision in London was explored as an example of how good commissioning can work in practice, using findings from the London Refuges Data Collection Project.

The report was launched this year through an exclusive with Channel 4 News. As part of this, Channel 4 filmed at a Sheffield Women's Aid refuge with their CEO Hollie Venn, to demonstrate the effect of local funding cuts. Our CEO, Farah Nazeer, also appeared in studio, and spoke more about the Audit's findings and what they mean.

Findings were disseminated to 129 policymakers and practitioners through a webinar in March and shared by Dawn Butler MP in the House of Commons, highlighting the value of specialist services, need for good practices in commissioning and greater funding for specialist domestic abuse services.

<https://www.womensaid.org.uk/what-we-do/research/>

Our campaigning and awareness raising has kept our key messages in the news and public awareness, both nationally and internationally

Our 2023 16 Days of Activism campaign called for the national prioritisation of domestic abuse. Over 1,700 people signed our open letter calling on the leaders of all political parties to commit to invest in specialist domestic abuse services and pledge support to the 'Invest to Save' pillar of our general election manifesto.

- 30 MPs from across the political spectrum attended our parliamentary drop-in, demonstrating cross-party support for our calls to 'Invest to Save'.

We coordinated, along with End Violence Against Women (EVAW), substantial sector reports to help international bodies effectively monitor the UK's performance on tackling VAWG.

Our report to GREVIO, the Council of Europe body responsible for monitoring the implementation of the Istanbul Convention (the landmark international treaty on violence against women), was endorsed by 58 VAWG sector organisations and comprehensively set out issues facing women in England and Wales - particularly marginalised women. GREVIO will make recommendations based on the evidence they receive, so our report will help ensure that key gaps are identified and the Government is held to account when it comes to supporting survivors.

WOMENS AID FEDERATION OF ENGLAND

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2024

We built on the success of our short film "He's Coming Home" to establish the footballing community's valuable role in ending domestic abuse during International Women's Day.

We held our cross-party parliamentary football match while receiving a £3,000 donation from the team, which helped support 300 survivors through the Women's Aid Live Chat. We also collaborated with Fulham FC with an International Women's Day feature on Women's Aid in their match day program for the Fulham v Brighton game.

We looked to inspire inclusion during our International Women's Day (IWD) celebrations and called for action to invest in services.

During this period Airbnb showcased how businesses can contribute to ending domestic abuse through training, staff support, and fostering a culture intolerance of abuse. With representatives from companies like Netflix and Spotify in attendance, Airbnb took the lead in demonstrating the significant impact businesses can have in standing against abuse.

Coming Together to create a sustainable organisation

In honour of our 50th anniversary, we've delved deep into our vaults to transform art and posters from the beginning of the federation into a new range of merchandise. The 'Archive Collection' features bold messaging that's underpinned Women's Aid's campaigning over the years and is designed to start conversations. The way we talk about domestic abuse may have changed, but the sentiment behind it has not; and this collection looks back at some of the statements that have resonated most powerfully with audiences to date. We have been delighted by the reception to our collection so far!

Archive project

As we come into our 50th we've been able to look back at how far we have come. The Women's Aid Federation of England Archive has been compiled by the University of Leeds Special Collections Team and documents the history of the organisation, from its origins as the National Women's Aid Federation in 1974 through to present day. The Archive is a major resource for understanding the formation, development and running of the organisation, its contribution to health and society, changes in the law, and cultural shifts in attitudes towards domestic abuse.

Explore Women's Aid's archive:

https://library.leeds.ac.uk/special-collections/collection/2963/womens_aid_federation_of_england_archive

As we move into our 50th year, we worked on creating a sustainable organisation. This was possible thanks to the support of our fantastic donors, fundraisers and corporate partners.

- An amazing 3,588 supporters made a monthly donation
- We took part in the Big Give's Women and Girl's match fund in October which meant that all donations made through the campaign page that week were doubled. This campaign raised a total of £29,498 - including £10,000 match funding from The Big Give and £15,000 from the Bloom network
- Over 450 fundraisers took on challenges, completed sky dives, hosted dinner parties, organised community events and laced up their trainers to raise funds for Women's Aid
- 524 individuals set up fundraising pages for our 1.7 a Day, Your Way Challenge, moving 1.7 miles every day in September! The challenge raised over £36,850 total! This was over £15,000 more than the 2022 challenge
- On International Women's Day, we challenged our supporters to 'Freeze for A Fiver' and take on a cold-water swim to raise money.
- Over the period of our winter appeal, we raised over £60,000. Centred around 'When Home Isn't Safe, We're Here', as part of the appeal we shared powerful videos of survivors Yasmin and Lucy sharing how Women's Aid services had made a difference for them

Finally, we are so grateful for the generous donations we received this year from supporters who left us a gift in their will.

We are grateful for all companies who choose to support Women's Aid in whatever way. We would love to mention you all, but a couple of highlights this year include...

- Law firm Lee & Thompson who, having chosen us as their charity of the year, organised some amazing fundraising activities including a 42km night hike round the streets of London, raising over £10,000
- On top of their generous funding supporting our work with children and young people, YSL Beauté furthered their support this year by hosting a series of activities for Citizens Day including a sponsored walk
- L'Occitane continued to demonstrate their commitment to empowerment by providing vital funding for our Survivors' Forum

WOMENS AID FEDERATION OF ENGLAND

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2024

[1] Office for National Statistics (ONS). (2023). Domestic abuse victim characteristics, England and Wales: year ending March 2023. Published online: ONS Domestic abuse victim characteristics. England and Wales- Office of National Statistics. (ons.gov.uk)

[2] Women's Aid. (2022). Come Together to End Domestic Abuse: a survey of UK attitudes to domestic abuse 2022. Bristol: Women's Aid

[3] Women's Aid. (2023). Influencers and Attitudes: How will the next generation understand domestic abuse? Bristol: Women's Aid.

[4] Specialist 'by and for' services are run by and for the communities they serve, such as for Black and minoritised women, Deaf and disabled women and LGBT+ survivors. In doing so they offer a uniquely empowering experience to the communities they support, as the client group is reflected in staffing, management, and governance structures of these organisations.

[5] <https://www.gov.uk/government/publications/tackling-domestic-abuse-plan>

[6] Women's Aid. (2024) Emergency fund evaluation report. Bristol: Women's Aid

FINANCIAL REVIEW

Financial position

The charity's total income amounted to £7,174,969 (2023: £5,397,522). This includes a valuation for generously donated services and facilities of £144,590 (2023: £181,144) - see note 2 of the accounts for more information. Underlying income excluding donated services and facilities was £7,030,379 (2023: £5,318,032).

Total expenditure for the year amounted to £8,395,842 (2023: £6,786,963). Underlying expenditure excluding the value of donated services was £8,251,252 (2023: £6,707,473).

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 deficit of £1,220,873 (2023: deficit of £1,389,441) made up of restricted funds deficit of £94,711 (2023: deficit of £436,072) and unrestricted funds deficit of £1,126,162 (2023: deficit of £953,369). The reason for the deficit on the unrestricted funds was due to the planned spending of designated reserves.

WOMENS AID FEDERATION OF ENGLAND

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2024

FINANCIAL REVIEW

Principal funding sources

Women's Aid continued to benefit from a wide range of funding sources during 2023-24 and we want to thank all our funders for their continued support.

Fundraising performance

- Raised: £2,082,893 in Legacies and Donations and over £450,000 contribution to our other charitable activities

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.

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 our amazing community fundraisers raised over £200,000. They raised funds for Women's Aid in all sorts of inspirational ways - by running, cycling across the country, jumping out of planes, or hiking... even to Everest Base Camp. By holding art exhibitions, raffles, or book club parties and many more ways! We have also seen fantastic displays of advocacy from university students, and we have created strong and impactful Charity of the Year partnerships with schools across England who have taken part in fundraising events for us.

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
- Incisive Media
- L'Occitane
- OKA
- YSL Beauté
- Criminal Injuries Helpline

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

- Simmonds and Simmonds LLP
- Smurfit Kappa
- Yawn
- Pour Moi
- Odyssey Group

This year we were very fortunate in being selected by a number of companies to be their 'charity of the year' (including Lee & Thompson, Bravissimo, City Group Security, MV Kelly) We supported their fundraising efforts which were undertaken throughout the year, and very much enjoyed seeing the creative ways in which they used their platforms and work forces; and through events such as comedy nights, cycle challenges and quizzes. We also saw corporates engage in training, as well as sharing their skills and expertise with our staff. We are tremendously grateful for the positive difference that all our corporates have made.

We would also like to recognise those corporate supporters who wish 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 smaller businesses, using the Work for Good platform. 10 businesses raised funds for Women's Aid through their sales and in total raised nearly £7,000.

WOMENS AID FEDERATION OF ENGLAND

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2024

FINANCIAL REVIEW

Trust and Statutory

Women's Aid are very grateful to receive the support of Trusts, Foundations and Statutory organisations. We are proud to work in partnership with the following funders to achieve our mission:

- The Home Office awarded Women's Aid grant funding through the Preventing Violence Against Women and Girls and Supporting Children (PVSC): 'What Works' Funding (WWF) to deliver our Children and Young People's Programme..
- Mayor's Office for Policing and Crime (MOPAC) have awarded us a contract to expand our On Track service and to enhance Routes to Support.
- Women's Aid worked with the Home Office to deliver funding to survivors in May 2023 and February and March 2024 via our membership, organisations listed on the Routes to Support directory and specialist delivery partners. This fund was to support survivors to leave their abusers or remain safely in their own home and to help secure a sustainable independent future.
- London Councils have awarded a 4-year grant for our London Refuges Data Collection Project, which includes collecting and analysing data from Routes to Support to provide an evidence base on the demand and use of refuges in London.
- 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.
- Bally's Foundation provided funding for our Direct Services
- CVC Foundation have provided vital funds towards our membership work.
- The Kering Foundation continued their support of increasing capacity in our Research team and towards our Power to Change project.
- The Sisters Trust provided multi-year funding towards the salary of our chief executive.
- Women's Aid supported the Caring Family Foundation to distribute 16 grants to 'By and For' Black and Minoritised member services.
- 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 Tula Trust, CH Foundation (UK), Marsh Charitable Trust, Edward S Smyth Trust, Simon Gibson Charitable Trust, Sara Charlton Foundation, Cobalt Trust, R G Hills Charitable Trust, Roy Proctor Foundation, Eleanor Rathbone Charitable Trust, Charity of the Order of the Marist Sisters Province of England, TK Maxx and Homesense Foundation, Firebird Foundation, Allfunds Charity Foundation, David Family Foundation, Thomas Sivewright Catto Charitable Settlement, John and Ruth Howard Charitable Trust, Zennor Trust, Keeble Charitable Trust, CBRE UK Charitable Trust, JD Foundation, Clarke Charitable Settlement, GAP Giving, Ian Mactaggart Trust for their support of our work, enabling us to continue our lifesaving work supporting women and children experiencing domestic abuse.

FINANCIAL REVIEW

Individual Giving and Appeals

Our Winter Appeal was centred around the difficulties of being trapped with an abuser through the festive period - with the tagline 'When home isn't safe, we're here.' Our generous supporters raised over £62,000 in unrestricted funding between November to January - nearly £33,000 of this came directly through our Winter Appeal donate page.

We continue to see strong support from our community of regular donors- raising over £510,000 from 4,437 supporters this year.

Legacies

We are fortunate to have been the recipient of some incredibly generous Legacy gifts over this past financial year, which have brought in over £673,000 in unrestricted funds. Legacy gifts have a long-lasting impact and help us to build a future where domestic abuse is no longer tolerated.

WOMENS AID FEDERATION OF ENGLAND

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FINANCIAL REVIEW

This year we have also seen a high number of 'in memory' gifts - raising over £27,302 from supporters choosing to honour the memory of their loved ones in this way.

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 2024 amounts to £4,065,200 (2023: £5,286,072). This includes restricted funds of £576,553 (2023: £800,431). The balance of unrestricted funds at 31st March 2024 was £3,488,647 (2023 £4,485,642). Of these unrestricted funds, free reserves (calculated as total unrestricted funds, less designated funds and tangible fixed assets) amounted to £1,717,431 (2023: £2,097,277).

Designated reserves totalling £2,383,869 was set aside at the beginning of the year to further our work around four priority areas:

- Membership development & sustainability
- Sector wide initiatives
- Transformation (Internal investments for future sustainability)
- Culture change

The remaining balance on these designated funds is £1,771,216. The organisation will be reconsidering the use of these funds over the course of the next year, alongside the development of the new organisational strategy.

WOMENS AID FEDERATION OF ENGLAND

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2024

STRUCTURE, GOVERNANCE AND MANAGEMENT

How the Board of Trustees has been evaluated this year

Following the review conducted by Campbell Tickell last year, we have made good progress in implementing the resulting recommendations across the following areas:

- Administration and processes
- Board composition
- Board structure
- Expectation setting
- Planning and performance monitoring
- Culture and EDI

Following a review, three new committees have been established to replace the previous committee structure:

- Finance, Risk and Governance
- People and Culture
- Safeguarding and Standards

The Board has agreed the framework for the recruitment and induction of new Trustees and a Chair of Trustees, who will be appointed in readiness for the ending of current terms in the Autumn/Winter of 2024.

Women's Aid's Scheme of Delegation and Governance Framework have been updated and will be approved at the June and November Board meetings, respectively.

An overhaul of the administration and processes which support the Board has been undertaken, including improving the quality of meeting facilitation. We have also established a new performance monitoring framework, which will enable clearer reporting on progress against key initiatives and impact measurement from the organisation to the Board.

Finally, we have made headway with the careful planning of the Culture and Equality, Diversity and Inclusion (EDI) work. This includes developing a 'Ways of Working' workshop for new Trustees, refreshing the anti-racism training, developing broader EDI training, and committing to an externally facilitated Board discussion on gender identity and inclusion - all of which will commence in the new financial year.

Governing framework

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 headcount of 112 full and part-time staff.

Financial and operational policies, agreed by the board, are also in place, which govern the management of the charity. The charity's annual business plan 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.

Risk management

The Board of Trustees holds responsibility for strategic risk management within the charity. Responsibility for compiling and updating the Board Assurance Framework (BAF) is delegated to the CEO. Responsibility for detailed review of the BAF is delegated to the Finance, Risk and Governance (FRG) committee, which undertakes this review at each meeting and reports on this process to each full Board meeting.

The BAF is comprised of the highest rated risks identified in functional risk registers at an operational level and takes account of risks identified with significant partnership initiatives, reflected in dedicated risk registers for those projects. These risks are reviewed and validated by the Executive Leadership Team and Senior Leadership Team before submission to FRG.

Organisational risks are assessed according to both likelihood and impact. Each risk is assigned a senior responsible lead. The BAF sets out a narrative on the nature of each risk and its likely impact, the mitigating actions already underway, and next steps.

This year the most significant risks identified were:

- Financial Sustainability for Women's Aid and the Federation
- External Risks - Political Environment
- Requiring new technological and people infrastructure

WOMENS AID FEDERATION OF ENGLAND

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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.

People, Inclusion and Equity

Work has been focused on building a robust infrastructure, recruiting a dedicated permanent team and developing training. The organisation is reviewing all processes, policies and programmes from an equity lens and ensuring equity impact assessments are integrated into our ways of working. Working with the Race Equality Strategy Group, the Leadership Team, Anti-Racism Taskforce and the Board of Trustees we are developing our anti-racism agenda and Equity Diversity and Inclusion ambitions. We are proud to be a disability confident employer and are reviewing Women's Aid structures internally and externally from an accessibility lens to ensure to include all vulnerable and marginalised groups. We continue to work on ensuring a positive working environment with the aim of having a diversified, happy workforce. Women's Aid also continues to meet the standards set as a Living Wage Employer.

Pay policy for staff

The board considers that the Executive Leadership Team at Women's Aid Federation of England comprises the key management team 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.

Following on from our extensive Job Evaluation Scheme which we carried out in October 2023 we now have a graded system which allows us to evaluate roles cross functionally to ensure fairness, transparency and equity. Our annual salary review will now take place in October each year. The commitment is dedicated to a review of the salary bandings, which may or may not lead to an increase in salary depending on affordability.

In recognition that there is an annual increase in the cost of living we also consider an award to compensate for increased costs again, depending on affordability.

Connections to wider network

Women's Aid is a federation of approximately 180 organisations providing around 300 lifesaving local services to women and children across England. Our network also includes a further 90 organisations run by non-members who are engaged with us through the Routes to Support database of services. 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: 2. Associate Members: Full member organisations provide direct domestic abuse services through a range of refuge and community-based services to women and child survivors of domestic abuse in England. Associate Members: Organisations who provide direct services for, or adjacent services to, women and child survivors of domestic abuse as part of their service delivery, where it may be that they don't fulfil criteria for full membership, or their organisations primary focus is not domestic abuse. 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

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number
03171880 (England and Wales)

Registered Charity number
1054154

WOMENS AID FEDERATION OF ENGLAND

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2024**

Registered office

C/O Bevan Buckland LLP
Ground Floor, Cardigan House
Swansea
SA7 9LA

Trustees

Chief Executive

Farah Nazeer

Trustees

Dickie James
Jo Gough - Vice Chair
Lindsey Wishart - Treasurer
Madi Turpin
Sarah Hill - Chair
Zlakha Ahmed
Caroline Chang
Peri Thomas

Subcommittee members

Amanda Elwen
Angie Stewart
Claire Lambon

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 (Statutory Auditors)
Ground Floor Cardigan House
Castle Court
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SA7 9LA

WOMENS AID FEDERATION OF ENGLAND

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2024**

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.

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 (Statutory Auditors), will be proposed for re-appointment at the forthcoming Annual General Meeting.

Approved by order of the board of trustees on 17.10.2024 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 2024 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 2024 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.

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.

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

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 ThankYou 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.

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

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 www.frc.org.uk/auditorsresponsibilities. This description forms part of our Report of the Independent Auditors.

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 (Statutory Auditors)
Ground Floor Cardigan House
Castle Court
Swansea Enterprise Park
Swansea
SA7 9LA

Date: 17/10/2024
Date:

WOMENS AID FEDERATION OF ENGLAND

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

| | Notes | Unrestricted funds £ | Restricted funds £ | 2024 Total funds £ | 2023 Total funds £ |
|---|-------|----------------------------|--------------------------|-----------------------------|-----------------------------|
| INCOME AND ENDOWMENTS FROM | | | | | |
| Donations and legacies | 2 | 2,029,830 | 53,063 | 2,082,893 | 1,878,382 |
| Charitable activities | | | | | |
| Direct Services | 5 | - | 1,627,293 | 1,627,293 | 324,106 |
| Campaigning | | - | 22,000 | 22,000 | 241,717 |
| Training and support for Members | | - | - | - | 42,866 |
| Other Activities | | 739,108 | 26,006 | 765,114 | 479,013 |
| Covid related support | | - | 780,565 | 780,565 | 1,035,748 |
| Accessibility | | - | - | - | 22,300 |
| Children and young people | | - | 732,257 | 732,257 | 333,418 |
| Research and evaluation | | - | 456,354 | 456,354 | 499,982 |
| Other trading activities | 3 | 631,707 | 27,922 | 659,629 | 536,580 |
| Investment income | 4 | 48,864 | - | 48,864 | 3,410 |
| Total | | <u>3,449,509</u> | <u>3,725,460</u> | <u>7,174,969</u> | <u>5,397,522</u> |
| EXPENDITURE ON | | | | | |
| Raising funds | | | | | |
| Raising donations and legacies | 6 | 584,122 | - | 584,122 | 562,713 |
| Other trading activities | 7 | 608,442 | - | 608,442 | 447,615 |
| | | <u>1,192,564</u> | <u>-</u> | <u>1,192,564</u> | <u>1,010,328</u> |
| Charitable activities | | | | | |
| Change That Last | 8 | - | 19,093 | 19,093 | 118,155 |
| Direct Services | | - | 1,635,781 | 1,635,781 | 864,004 |
| Campaigning | | - | 43,887 | 43,887 | 761,682 |
| Training and support for Members | | - | 44,629 | 44,629 | 241,080 |
| Other Activities | | 2,770,014 | 83,512 | 2,853,526 | 1,780,902 |
| Covid related support | | - | 785,927 | 785,927 | 946,025 |
| Accessibility | | - | 1,776 | 1,776 | 87,119 |
| Children and young people | | - | 668,324 | 668,324 | 319,164 |
| Research and evaluation | | - | 537,242 | 537,242 | 658,504 |
| Culture Change | | 6,496 | - | 6,496 | - |
| Transformation | | 273,063 | - | 273,063 | - |
| Membership Development & Sustainability | | 333,534 | - | 333,534 | - |
| Total | | <u>4,575,671</u> | <u>3,820,171</u> | <u>8,395,842</u> | <u>6,786,963</u> |
| NET INCOME/(EXPENDITURE) | | (1,126,162) | (94,711) | (1,220,873) | (1,389,441) |
| Transfers between funds | 19 | 129,167 | (129,167) | - | - |
| Net movement in funds | | (966,995) | (223,878) | (1,220,873) | (1,389,441) |
| RECONCILIATION OF FUNDS | | | | | |
| Total funds brought forward | | 4,485,642 | 800,431 | 5,286,073 | 6,675,514 |
| TOTAL FUNDS CARRIED FORWARD | | <u>3,488,647</u> | <u>576,553</u> | <u>4,065,200</u> | <u>5,286,073</u> |

The notes form part of these financial statements

WOMENS AID FEDERATION OF ENGLAND

**BALANCE SHEET
31 MARCH 2024**

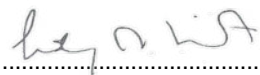
| | Notes | Unrestricted funds £ | Restricted funds £ | 2024 Total funds £ | 2023 Total funds £ |
|--|-------|----------------------------|--------------------------|-----------------------------|-----------------------------|
| FIXED ASSETS | | | | | |
| Tangible assets | 15 | 4,497 | - | 4,497 | 6,847 |
| CURRENT ASSETS | | | | | |
| Debtors | 16 | 1,709,539 | - | 1,709,539 | 758,842 |
| Cash at bank | | 2,750,203 | 576,553 | 3,326,756 | 6,120,102 |
| | | <u>4,459,742</u> | <u>576,553</u> | <u>5,036,295</u> | <u>6,878,944</u> |
| CREDITORS | | | | | |
| Amounts falling due within one year | 17 | (975,592) | - | (975,592) | (1,599,718) |
| NET CURRENT ASSETS | | <u>3,484,150</u> | <u>576,553</u> | <u>4,060,703</u> | <u>5,279,226</u> |
| TOTAL ASSETS LESS CURRENT LIABILITIES | | <u>3,488,647</u> | <u>576,553</u> | <u>4,065,200</u> | <u>5,286,073</u> |
| NET ASSETS | | <u>3,488,647</u> | <u>576,553</u> | <u>4,065,200</u> | <u>5,286,073</u> |
| FUNDS | 19 | | | | |
| Unrestricted funds | | | | 3,488,647 | 4,485,642 |
| Restricted funds | | | | 576,553 | 800,431 |
| TOTAL FUNDS | | | | <u>4,065,200</u> | <u>5,286,073</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 on17/10/2024..... and were signed on its behalf by:



.....
Sarah Hill - Trustee



.....
Lindsey Wishart - Trustee

WOMENS AID FEDERATION OF ENGLAND

**CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 MARCH 2024**

| | Notes | 2024 £ | 2023 £ |
|---|-------|-------------------------|-------------------------|
| Cash flows from operating activities | | | |
| Cash generated from operations | 1 | (2,842,210) | (2,696,114) |
| Net cash used in operating activities | | <u>(2,842,210)</u> | <u>(2,696,114)</u> |
| Cash flows from investing activities | | | |
| Sale of tangible fixed assets | | - | 5,460 |
| Interest received | | 48,864 | 3,410 |
| Net cash provided by investing activities | | <u>48,864</u> | <u>8,870</u> |
| | | | |
| Change in cash and cash equivalents in the reporting period | | <u>(2,793,346)</u> | <u>(2,687,244)</u> |
| Cash and cash equivalents at the beginning of the reporting period | | <u>6,120,102</u> | <u>8,807,346</u> |
| Cash and cash equivalents at the end of the reporting period | | <u><u>3,326,756</u></u> | <u><u>6,120,102</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 2024**

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

| | 2024 £ | 2023 £ |
|--|--------------------|--------------------|
| Net expenditure for the reporting period (as per the Statement of Financial Activities) | (1,220,873) | (1,389,441) |
| Adjustments for: | | |
| Depreciation charges | 2,351 | 2,351 |
| Interest received | (48,864) | (3,410) |
| Increase in debtors | (950,698) | (134,612) |
| Decrease in creditors | (624,126) | (1,171,002) |
| Net cash used in operations | <u>(2,842,210)</u> | <u>(2,696,114)</u> |

2. ANALYSIS OF CHANGES IN NET FUNDS

| | At 1.4.23 £ | Cash flow £ | At 31.3.24 £ |
|-----------------|------------------|--------------------|------------------|
| Net cash | | | |
| Cash at bank | 6,120,102 | (2,793,346) | 3,326,756 |
| | <u>6,120,102</u> | <u>(2,793,346)</u> | <u>3,326,756</u> |
| Total | <u>6,120,102</u> | <u>(2,793,346)</u> | <u>3,326,756</u> |

WOMENS AID FEDERATION OF ENGLAND

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

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 are confident that the charity remains financially strong, the deficits are resultant of planned reserve spend over the last 2 years. This does not impact the going concern of the charity and the trustees are confident of a positive position moving forward.

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.

WOMENS AID FEDERATION OF ENGLAND

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2024

1. ACCOUNTING POLICIES - continued

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

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.

WOMENS AID FEDERATION OF ENGLAND

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

1. ACCOUNTING POLICIES - continued

Trade debtors

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.

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

| | 2024 | 2023 |
|---------------------------------|-----------|-----------|
| | £ | £ |
| Donations | 1,265,303 | 1,587,387 |
| Legacies | 673,000 | 109,851 |
| Donated services and facilities | 144,590 | 181,144 |
| | 2,082,893 | 1,878,382 |
| | 2,082,893 | 1,878,382 |

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:

| | 2024 | 2023 |
|--|---------|---------|
| | £ | £ |
| Legal pro-bono for Marketing | | |
| House 337 | 98,630 | 101,654 |
| Legal pro-bono for Other Activities | | |
| Goodwin Law | 40,800 | - |
| Goldsmiths Chambers | - | 45,000 |
| Deighton Pearce Glynn | 3,840 | - |
| Consultancy for Research & Evaluation | | |
| ORB International | - | 8,500 |
| MGM General Services Ltd | - | 25,990 |
| IT Programming Support | | |
| Merkle | 1,320 | - |
| | 144,590 | 181,144 |
| | 144,590 | 181,144 |

WOMENS AID FEDERATION OF ENGLAND

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

3. OTHER TRADING ACTIVITIES

| | 2024 | 2023 |
|------------------------------|----------------|----------------|
| | £ | £ |
| Membership | 182,340 | 110,666 |
| Publications | 451 | 88 |
| Consultancy & Speakers' fees | 31,933 | 5,764 |
| National Training Centre | 307,837 | 317,541 |
| Other conference and events | 103,208 | 53,645 |
| Advertising and merchandise | 33,860 | 48,876 |
| | <u>659,629</u> | <u>536,580</u> |

4. INVESTMENT INCOME

| | 2024 | 2023 |
|--------------------------|---------------|--------------|
| | £ | £ |
| Deposit account interest | <u>48,864</u> | <u>3,410</u> |

5. INCOME FROM CHARITABLE ACTIVITIES

| | | 2024 | 2023 |
|--------|----------------------------------|------------------|------------------|
| | Activity | £ | £ |
| Grants | Direct Services | 1,627,293 | 324,106 |
| Grants | Campaigning | 22,000 | 241,717 |
| Grants | Training and support for Members | - | 42,866 |
| Grants | Other Activities | 765,114 | 479,013 |
| Grants | Covid related support | 780,565 | 1,035,748 |
| Grants | Accessibility | - | 22,300 |
| Grants | Children and young people | 732,257 | 333,418 |
| Grants | Research and evaluation | 456,354 | 499,982 |
| | | <u>4,383,583</u> | <u>2,979,150</u> |

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

| | 2024 | 2023 |
|--|------------------|------------------|
| | £ | £ |
| Home Office | 732,257 | 263,416 |
| London Councils | 25,000 | 24,999 |
| Comic Relief | - | (12,500) |
| Department for Levelling Up, Housing and Communities | 390,477 | 387,148 |
| Avon Cosmetics UK Ltd | 44,078 | 76,840 |
| Restricted donations | 819,611 | 568,783 |
| Kering | - | 42,866 |
| YSL | - | 70,002 |
| Ballys | - | 241,717 |
| The Sisters Trust | - | 64,602 |
| CAF | 780,565 | 1,056,048 |
| MOPAC Lot 3 | 181,595 | 195,229 |
| Home Office Flexible Fund | 1,350,000 | - |
| L'Occitane | 60,000 | - |
| | <u>4,383,583</u> | <u>2,979,150</u> |

In the year 1st April 2023 to 31st March 2024 grant aid of £25,000 was received from London Councils for the data collection project under Priority 2, Service area 2.3. The grant has been used to fund London Refuges Data Collection Project which includes collecting and analysing data from Routes to Support to provide an evidence base on the demand and use of refuges in London.

The following table illustrates how the money has been spent by Women's Aid Federation of England and that it has been used for the purposes outlined in the funding agreement.

Grant Grant Spent

WOMENS AID FEDERATION OF ENGLAND

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

5. INCOME FROM CHARITABLE ACTIVITIES - continued

| | | |
|----------------------|----------------|----------------|
| Staff | £16,538 | £16,429 |
| Beneficiary | - | - |
| Other Direct Project | £3,711 | £3,532 |
| Overheads | £4,751 | £5,039 |
| | £25,000 | £25,000 |

6. RAISING DONATIONS AND LEGACIES

| | Unrestricted funds General £ | Total 2024 £ | Total 2023 £ |
|-------------------------|---------------------------------------|--------------------|--------------------|
| Employment costs | 378,078 | 378,078 | 350,940 |
| Other costs | 91,335 | 101,522 | 117,892 |
| Direct Costs | 469,414 | 479,601 | 468,832 |
| Allocated support costs | 104,590 | 104,522 | 93,881 |
| | <u>574,004</u> | <u>584,123</u> | <u>562,713</u> |

Allocated Support Costs (note 10)

7. OTHER TRADING ACTIVITIES

| | 2024 £ | 2023 £ |
|--------------------------|----------------|----------------|
| Purchases | 51,688 | 94,435 |
| Staff costs | 556,754 | 353,180 |
| | <u>608,442</u> | <u>447,615</u> |
| National Training Centre | 431,089 | 337,602 |
| Membership | 177,353 | 110,013 |
| | <u>608,442</u> | <u>447,615</u> |

WOMENS AID FEDERATION OF ENGLAND

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

8. CHARITABLE ACTIVITIES COSTS

| | Direct Costs £ | Grant funding of activities (see note 9) £ | Support costs (see note 10) £ | Totals £ |
|--|----------------------|---|--|------------------|
| Change That Last | 14,868 | - | 4,225 | 19,093 |
| Direct Services | 397,393 | 1,144,000 | 94,388 | 1,635,781 |
| Campaigning | 35,493 | - | 8,394 | 43,887 |
| Training and support for Members | 41,933 | - | 2,696 | 44,629 |
| Other Activities | 2,801,204 | - | 52,322 | 2,853,526 |
| Covid related support | 187,366 | 573,585 | 24,976 | 785,927 |
| Accessibility | - | - | 1,776 | 1,776 |
| Children and young people | 548,579 | - | 119,745 | 668,324 |
| Research and evaluation | 437,886 | 350 | 99,006 | 537,242 |
| Culture Change | 5,059 | - | 1,437 | 6,496 |
| Transformation | 214,249 | - | 58,814 | 273,063 |
| Membership Development & Sustainability | 262,393 | - | 71,141 | 333,534 |
| | <u>4,946,423</u> | <u>1,717,935</u> | <u>538,920</u> | <u>7,203,278</u> |

9. GRANTS PAYABLE

| | 2024 £ | 2023 £ |
|-------------------------|------------------|----------------|
| Direct Services | 1,144,000 | - |
| Covid related support | 573,585 | 732,881 |
| Research and evaluation | 350 | 24,782 |
| | <u>1,717,935</u> | <u>757,663</u> |

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

| | 2024 £ | 2023 £ |
|--|------------------|----------------|
| Refuge | 11,950 | - |
| IMKAAN | 182,648 | 221,157 |
| Welsh Women's Aid | 163,725 | 173,113 |
| Northern Ireland Women's Aid | 114,100 | 151,738 |
| Scottish Women's Aid | 144,675 | 186,875 |
| Panahghar | 37,250 | - |
| Grants paid to institutions individually under £25,000 | 1,024,787 | 24,780 |
| The First Step | 38,800 | - |
| | <u>1,717,935</u> | <u>757,663</u> |

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

WOMENS AID FEDERATION OF ENGLAND

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

10. SUPPORT COSTS

| | Staff costs | Admin costs | Other support costs | Total 2024 | Total 2023 |
|--|----------------|----------------|---------------------------|----------------|------------------|
| | £ | £ | £ | £ | £ |
| Charitable activities | 290,091 | 76,995 | 45,518 | 412,904 | 1,062,780 |
| Cost of generating donations and legacies | 90,176 | 23,934 | 11,906 | 126,016 | 127,519 |
| | <u>380,266</u> | <u>100,929</u> | <u>57,725</u> | <u>538,920</u> | <u>1,190,299</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.

11. NET INCOME/(EXPENDITURE)

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

| | 2024 | 2023 |
|-----------------------------|---------------|---------------|
| | £ | £ |
| Auditors' remuneration | 24,721 | 19,353 |
| Depreciation - owned assets | 2,350 | 2,351 |
| | <u>27,071</u> | <u>21,704</u> |

12. TRUSTEES' REMUNERATION AND BENEFITS

| | 2024 | 2023 |
|-------------------------------|--------------|------------|
| | £ | £ |
| Trustees' Honorarium payments | 3,195 | 250 |
| | <u>3,195</u> | <u>250</u> |

Trustees' expenses

During the year Trustees were reimbursed expenses of £1,182 (2023: £749). Trustees' expenses related to reimbursement of travel and other sundry costs.

There was an additional £3,195 of honorarium payments (2023 £250), which are further detailed in note 20.

During the year £1,912 (2023: £1,819) was paid in respect of Trustees' indemnity insurance.

13. STAFF COSTS

| | 2024 | 2023 |
|-----------------------|------------------|------------------|
| | £ | £ |
| Wages and salaries | 4,010,488 | 3,448,478 |
| Social security costs | 417,172 | 360,839 |
| Other pension costs | 248,943 | 212,955 |
| | <u>4,676,603</u> | <u>4,022,272</u> |

WOMENS AID FEDERATION OF ENGLAND

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

13. STAFF COSTS - continued

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

| | 2024 | 2023 |
|-----------------------|------|------|
| Charitable activities | 77 | 93 |
| Fundraising | 10 | 10 |
| Support | 11 | 6 |
| | 98 | 109 |
| | 98 | 109 |

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

| | 2024 | 2023 |
|---------------------|------|------|
| £60,001 - £70,000 | 3 | - |
| £80,001 - £90,000 | 1 | - |
| £90,001 - £100,000 | - | 1 |
| £120,001 - £130,000 | 1 | - |
| | 5 | 1 |
| | 5 | 1 |

The total employee benefits of the key management personnel of the Charity were £391,810 (2023: £120,647)

WOMENS AID FEDERATION OF ENGLAND

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

14. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

| | Unrestricted funds £ | Restricted funds £ | Total funds £ |
|------------------------------------|----------------------------|--------------------------|-------------------------|
| INCOME AND ENDOWMENTS FROM | | | |
| Donations and legacies | 1,584,665 | 293,717 | 1,878,382 |
| Charitable activities | | | |
| Direct Services | (12,500) | 336,606 | 324,106 |
| Campaigning | - | 241,717 | 241,717 |
| Training and support for Members | - | 42,866 | 42,866 |
| Other Activities | 400,914 | 78,099 | 479,013 |
| Covid related support | - | 1,035,748 | 1,035,748 |
| Accessibility | - | 22,300 | 22,300 |
| Children and young people | - | 333,418 | 333,418 |
| Research and evaluation | - | 499,982 | 499,982 |
| Other trading activities | 516,827 | 19,753 | 536,580 |
| Investment income | 3,410 | - | 3,410 |
| Total | <u>2,493,316</u> | <u>2,904,206</u> | <u>5,397,522</u> |
| EXPENDITURE ON | | | |
| Raising funds | | | |
| Raising donations and legacies | 562,713 | - | 562,713 |
| Other trading activities | 447,615 | - | 447,615 |
| | <u>1,010,328</u> | <u>-</u> | <u>1,010,328</u> |
| Charitable activities | | | |
| Change That Last | 11,413 | 106,742 | 118,155 |
| Direct Services | - | 864,004 | 864,004 |
| Campaigning | 556,768 | 204,914 | 761,682 |
| Training and support for Members | - | 241,080 | 241,080 |
| Other Activities | 1,725,110 | 55,792 | 1,780,902 |
| Covid related support | - | 946,025 | 946,025 |
| Accessibility | - | 87,119 | 87,119 |
| Children and young people | - | 319,164 | 319,164 |
| Research and evaluation | 143,066 | 515,438 | 658,504 |
| Total | <u>3,446,685</u> | <u>3,340,278</u> | <u>6,786,963</u> |
| NET INCOME/(EXPENDITURE) | (953,369) | (436,072) | (1,389,441) |
| Transfers between funds | 63,102 | (63,102) | - |
| Net movement in funds | <u>(890,267)</u> | <u>(499,174)</u> | <u>(1,389,441)</u> |
| RECONCILIATION OF FUNDS | | | |
| Total funds brought forward | 5,375,909 | 1,299,605 | 6,675,514 |
| TOTAL FUNDS CARRIED FORWARD | <u><u>4,485,642</u></u> | <u><u>800,431</u></u> | <u><u>5,286,073</u></u> |

WOMENS AID FEDERATION OF ENGLAND

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

15. TANGIBLE FIXED ASSETS

| | Improvements to property £ | Computer equipment £ | Totals £ |
|-----------------------------------|-------------------------------------|----------------------------|-------------|
| COST | | | |
| At 1 April 2023 and 31 March 2024 | 19,086 | 2,128 | 21,214 |
| DEPRECIATION | | | |
| At 1 April 2023 | 13,067 | 1,300 | 14,367 |
| Charge for year | 1,641 | 709 | 2,350 |
| At 31 March 2024 | 14,708 | 2,009 | 16,717 |
| NET BOOK VALUE | | | |
| At 31 March 2024 | 4,378 | 119 | 4,497 |
| At 31 March 2023 | 6,019 | 828 | 6,847 |

16. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

| | 2024 £ | 2023 £ |
|----------------|------------------|----------------|
| Trade debtors | 76,929 | 104,883 |
| Other debtors | 5,152 | 8,742 |
| VAT | - | 842 |
| Accrued income | 1,508,594 | 596,966 |
| Prepayments | 118,864 | 47,409 |
| | <u>1,709,539</u> | <u>758,842</u> |

17. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

| | 2024 £ | 2023 £ |
|---------------------------------|----------------|------------------|
| Trade creditors | 360,357 | 300,222 |
| Social security and other taxes | 126,694 | 103,220 |
| VAT | 7,749 | - |
| Other creditors | 924 | 1,100 |
| Deferred income | 129,896 | 241,847 |
| Accrued expenses | 349,972 | 172,764 |
| Deferred grants | - | 780,565 |
| | <u>975,592</u> | <u>1,599,718</u> |

18. LEASING AGREEMENTS

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

| | 2024 £ | 2023 £ |
|----------------------------|----------------|----------------|
| Within one year | 111,599 | 81,588 |
| Between one and five years | 115,055 | 195,779 |
| In more than five years | 864 | 1,728 |
| | <u>227,518</u> | <u>279,095</u> |

WOMENS AID FEDERATION OF ENGLAND

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

19. MOVEMENT IN FUNDS

| | At 1.4.23 £ | Net movement in funds £ | Transfers between funds £ | At 31.3.24 £ |
|--|------------------|----------------------------------|------------------------------------|--------------------|
| Unrestricted funds | | | | |
| General fund | 2,101,773 | (513,509) | 129,167 | 1,717,431 |
| Designated Fund - Membership development and sustainability | 1,464,226 | (333,334) | - | 1,130,892 |
| Designated Fund - Sector wide initiatives | 374,998 | - | - | 374,998 |
| Designated Fund - Culture Change | 284,979 | (272,823) | (12,156) | - |
| Designated Fund - Transformation | 259,666 | (6,496) | 12,156 | 265,326 |
| | <u>4,485,642</u> | <u>(1,126,162)</u> | <u>129,167</u> | <u>3,488,647</u> |
| Restricted funds | | | | |
| Home Office | (2,171) | 64,001 | (61,830) | - |
| Avon Cosmetics Uk Ltd | 222,885 | (87,428) | - | 135,457 |
| RTS & Membership | 74,977 | 13,548 | (3,720) | 84,805 |
| People's Postcode Trust | 1,840 | - | - | 1,840 |
| Women's Aid Members Contribution to Apprenticeship | 14,100 | - | - | 14,100 |
| Restricted donations | 87,195 | (34,895) | (9,000) | 43,300 |
| Kering | 1,000 | (1,000) | - | - |
| YSL | 14,130 | (2) | - | 14,128 |
| Refinitiv | 54,723 | (4,354) | - | 50,369 |
| Restricted Campaigns & Policy | 2,113 | - | - | 2,113 |
| Ballys | 72,822 | (72,822) | - | - |
| Hiscox | 6,233 | (5,136) | - | 1,097 |
| JJ Charitable Trust | 19,612 | (14,969) | - | 4,643 |
| The Sisters Trust | 64,602 | (64,602) | - | - |
| Bloom Ask Me Trainer | 19,093 | (19,093) | - | - |
| CAF Covid Support | 56,845 | (4,915) | (51,930) | - |
| CVC Foundation | 22,666 | (19,169) | - | 3,497 |
| MOPAC Lot 3 | 42,473 | 5,682 | - | 48,155 |
| Office Insurance Claim | 25,293 | (9,886) | (15,407) | - |
| Bally's Foundation Year 2 | - | 6,483 | - | 6,483 |
| NWTA Sara Charlton | - | - | 20,000 | 20,000 |
| Family Courts Project | - | 21,358 | - | 21,358 |
| Home Office Flexible Fund | - | 65,208 | - | 65,208 |
| L'Occitane | - | 60,000 | - | 60,000 |
| Routes to Support (MHCLG) | - | 7,280 | (7,280) | - |
| | <u>800,431</u> | <u>(94,711)</u> | <u>(129,167)</u> | <u>576,553</u> |
| TOTAL FUNDS | <u>5,286,073</u> | <u>(1,220,873)</u> | <u>-</u> | <u>4,065,200</u> |

WOMENS AID FEDERATION OF ENGLAND

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

19. 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 | 3,449,309 | (3,962,818) | (513,509) |
| Designated Fund - Membership development and sustainability | 200 | (333,534) | (333,334) |
| Designated Fund - Culture Change | - | (272,823) | (272,823) |
| Designated Fund - Transformation | - | (6,496) | (6,496) |
| | <hr/> | <hr/> | <hr/> |
| | 3,449,509 | (4,575,671) | (1,126,162) |
| Restricted funds | | | |
| Home Office | 732,325 | (668,324) | 64,001 |
| London Councils | 25,000 | (25,000) | - |
| DHLUC | 184,796 | (184,796) | - |
| Avon Cosmetics Uk Ltd | 44,078 | (131,506) | (87,428) |
| RTS & Membership | 13,749 | (201) | 13,548 |
| Restricted donations | 128,891 | (163,786) | (34,895) |
| Kering | - | (1,000) | (1,000) |
| YSL | - | (2) | (2) |
| Refinitiv | - | (4,354) | (4,354) |
| Ballys | (29,577) | (43,245) | (72,822) |
| Hiscox | - | (5,136) | (5,136) |
| JJ Charitable Trust | - | (14,969) | (14,969) |
| The Sisters Trust | - | (64,602) | (64,602) |
| Bloom Ask Me Trainer | - | (19,093) | (19,093) |
| CAF Covid Support | 781,012 | (785,927) | (4,915) |
| CVC Foundation | - | (19,169) | (19,169) |
| MOPAC Lot 3 | 181,595 | (175,913) | 5,682 |
| Office Insurance Claim | (9,886) | - | (9,886) |
| Bally's Foundation Year 2 | 29,574 | (23,091) | 6,483 |
| Family Courts Project | 22,000 | (642) | 21,358 |
| Home Office Flexible Fund | 1,350,000 | (1,284,792) | 65,208 |
| L'Occitane | 60,000 | - | 60,000 |
| Routes to Support (MHCLG) | 211,903 | (204,623) | 7,280 |
| | <hr/> | <hr/> | <hr/> |
| | 3,725,460 | (3,820,171) | (94,711) |
| TOTAL FUNDS | <hr/> <hr/> | <hr/> <hr/> | <hr/> <hr/> |
| | 7,174,969 | (8,395,842) | (1,220,873) |

WOMENS AID FEDERATION OF ENGLAND

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

19. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

| | At 1.4.22 £ | Net movement in funds £ | Transfers between funds £ | At 31.3.23 £ |
|--|-------------------------|----------------------------------|------------------------------------|-------------------------|
| Unrestricted funds | | | | |
| General fund | 1,870,311 | 170,429 | 61,033 | 2,101,773 |
| Designated Fund - Membership development and sustainability | 1,728,542 | (264,316) | - | 1,464,226 |
| Designated Fund - Sector wide initiatives | 435,200 | (60,202) | - | 374,998 |
| Designated Fund - Culture Change | 968,861 | (685,951) | 2,069 | 284,979 |
| Designated Fund - Transformation | 372,995 | (113,329) | - | 259,666 |
| | <u>5,375,909</u> | <u>(953,369)</u> | <u>63,102</u> | <u>4,485,642</u> |
| Restricted funds | | | | |
| Home Office | 3 | (2,174) | - | (2,171) |
| The National Lottery Community Fund | 62,040 | (62,101) | 61 | - |
| DHLUC | - | (377) | 377 | - |
| Avon Cosmetics Uk Ltd | 180,635 | 42,250 | - | 222,885 |
| Oak Foundation & Others | 48,558 | (48,558) | - | - |
| RTS & Membership | 58,819 | 16,158 | - | 74,977 |
| 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 | 405,781 | (318,586) | - | 87,195 |
| Kering | 13,700 | (12,700) | - | 1,000 |
| YSL | 17,501 | (3,371) | - | 14,130 |
| Black Rock | 16,346 | (16,346) | - | - |
| Barclays | 86,660 | (87,035) | 375 | - |
| Refinitiv | 54,862 | (139) | - | 54,723 |
| Ask Me Fundraising | 32,252 | (4,217) | (28,035) | - |
| Restricted Campaigns & Policy | 1,913 | 200 | - | 2,113 |
| Bristol University Justice | 4,331 | (4,331) | - | - |
| Ballys | 36,119 | 36,703 | - | 72,822 |
| Hiscox | 31,644 | (25,411) | - | 6,233 |
| JJ Charitable Trust | 20,000 | (388) | - | 19,612 |
| Tableau | 2,038 | (2,038) | - | - |
| The Sisters Trust | - | 64,602 | - | 64,602 |
| Bloom Ask Me Trainer | 20,000 | (907) | - | 19,093 |
| CAF Covid Support | 28,273 | 64,452 | (35,880) | 56,845 |
| MOJ IDVA Training | 45,025 | (45,025) | - | - |
| CVC Foundation | 114,497 | (91,831) | - | 22,666 |
| MOPAC Lot 3 | - | 42,473 | - | 42,473 |
| Office Insurance Claim | - | 25,293 | - | 25,293 |
| | <u>1,299,605</u> | <u>(436,072)</u> | <u>(63,102)</u> | <u>800,431</u> |
| TOTAL FUNDS | <u><u>6,675,514</u></u> | <u><u>(1,389,441)</u></u> | <u><u>-</u></u> | <u><u>5,286,073</u></u> |

WOMENS AID FEDERATION OF ENGLAND

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

19. 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 | 2,493,316 | (2,322,887) | 170,429 |
| Designated Fund - Membership development and sustainability | - | (264,316) | (264,316) |
| Designated Fund - Sector wide initiatives | - | (60,202) | (60,202) |
| Designated Fund - Culture Change | - | (685,951) | (685,951) |
| Designated Fund - Transformation | - | (113,329) | (113,329) |
| | <hr/> | <hr/> | |
| | 2,493,316 | (3,446,685) | (953,369) |
| Restricted funds | | | |
| Home Office | 263,416 | (265,590) | (2,174) |
| London Councils | 24,999 | (24,999) | - |
| The National Lottery Community Fund | 11,316 | (73,417) | (62,101) |
| DHLUC | 387,148 | (387,525) | (377) |
| Avon Cosmetics Uk Ltd | 76,840 | (34,590) | 42,250 |
| Oak Foundation & Others | - | (48,558) | (48,558) |
| RTS & Membership | 21,037 | (4,879) | 16,158 |
| Big Potential Social Investment | - | (2,668) | (2,668) |
| Restricted donations | 373,579 | (692,165) | (318,586) |
| Kering | 42,866 | (55,566) | (12,700) |
| YSL | 70,002 | (73,373) | (3,371) |
| Black Rock | - | (16,346) | (16,346) |
| Barclays | - | (87,035) | (87,035) |
| Refinitiv | - | (139) | (139) |
| Ask Me Fundraising | 27,762 | (31,979) | (4,217) |
| Restricted Campaigns & Policy | 100 | 100 | 200 |
| Bristol University Justice | - | (4,331) | (4,331) |
| Ballys | 241,717 | (205,014) | 36,703 |
| Hiscox | - | (25,411) | (25,411) |
| JJ Charitable Trust | - | (388) | (388) |
| Tableau | - | (2,038) | (2,038) |
| The Sisters Trust | 64,602 | - | 64,602 |
| Bloom Ask Me Trainer | - | (907) | (907) |
| CAF Covid Support | 1,035,748 | (971,296) | 64,452 |
| MOJ IDVA Training | - | (45,025) | (45,025) |
| CVC Foundation | - | (91,831) | (91,831) |
| MOPAC Lot 3 | 195,229 | (152,756) | 42,473 |
| Office Insurance Claim | 67,845 | (42,552) | 25,293 |
| | <hr/> | <hr/> | |
| | 2,904,206 | (3,340,278) | (436,072) |
| TOTAL FUNDS | <hr/> <hr/> | <hr/> <hr/> | <hr/> <hr/> |
| | 5,397,522 | (6,786,963) | (1,389,441) |

WOMENS AID FEDERATION OF ENGLAND

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

19. 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 wide initiatives | This designated fund is for work across a number of key projects which will have sector wide impact |
| Transformation Culture Change | 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 |
|---|---|--|
| Children & Young People What Works Fund | The 'What Works in Preventing VAWG and Supporting Children' fund focusses on interventions for children with the purpose of preventing VAWG. Our key deliverables are: Delivering training to children and young people in schools and educational settings; specifically exploring domestic abuse and healthy relationships. Developing online resources for children and young people through microsites and social media offerings. Expanding training to domestic abuse practitioners and professionals who work with children and young people. Carrying out research and evaluation activities to evidence what works in preventing VAWG. | The Home Office |
| Flexible Fund | This fund was set up to deliver funding to survivors via our membership, organisations listed on the Routes to Support directory and specialist delivery partners. This fund was to support survivors to leave their abusers or remain safely in their own home and to help secure a sustainable independent future. | The Home Office |
| 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 |
| 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 | Ministry of Housing, Levelling Up and Communities/ London Councils |
| 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. | Ministry of Housing, Levelling Up and Communities |

WOMENS AID FEDERATION OF ENGLAND

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

19. 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. | Bally's Foundation |
| Covid - 19 Support | 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. | CAF, managed by ABI |
| Expansion of Routes to Support and On Track programmes | The MOPAC Lot 3 funding focuses on the expansion of our Routes to Support and On Track programs. The key targets are:++On Track:- The expansions of the On Track workshop program- Develop e-learning resources, so organisations can access training more easily, at a time that suits them- Helping services build dynamic reports by means of looking at bespoke reporting to help them demonstrate the impact of their work using On Track++Routes to support:- Improve accessibility & reach of the online directory- Improved data collection- An in-built referral form on RtS for organisations using On Track | Mayor's Office for policing and crime |
| Central Accessibility Fund | To ensure that the voices of disabled women are heard in our ongoing work to represent all women who are affected by domestic abuse and challenge the circumstances that enable violence against women to continue. | Various |

WOMENS AID FEDERATION OF ENGLAND

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

19. MOVEMENT IN FUNDS - continued

| | | |
|---------------------------|---|--|
| Family Courts Project | <p>Women's Aid continues to campaign for reforms to the family court to make survivors and children safer. We work with the Ministry of Justice, Cafcass, the National Association of Child Contact Centres, Family Mediation Council and other agencies to advise them on their approach to domestic abuse, and we also convene a sector working group on the family courts which meets regularly to share insights, plan joint activity and discuss emerging issues. Key impacts in the last year include: The Ministry of Justice reversing plans to introduce compulsory pre-court mediation, which would have been harmful to survivors, following a joint letter we organised which was signed by 30 partners and our consultation response. Delivering a webinar on domestic abuse to 70+ family lawyers for International Women's Day, after which 93% said they better understood how to support survivors. Through the family courts working group, supported the tabling of amendments to the Victims and Prisoners Bill which led to the Government agreeing to take forward the issue of dangerous unregulated 'experts' in the family court through the Family Justice Council.</p> | Firebird Foundation, David Family Foundation |
| Children and Young People | <p>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</p> | YSL |
| Survivors Forum | <p>The Survivors' Forum is an online peer-to-peer platform, in a safe and anonymous space, monitored by professionals, for women affected by domestic abuse to share their experiences and support one another. An online community built on female empowerment, it has survivors' voices at its heart. Trained women's aid staff moderate the forum to ensure that women are safe and not disclosing information that could put them at risk, and also signpost where appropriate. Through this Project, L'OCCITANE will provide financial support for the empowerment of 16,700 women. There are currently 14,700 registered users on the Survivors' Forum who will continue to be supported, and over the course of a year, we would aim to see 2,000 new users registered on the Survivors' Forum because of this funding.</p> | L'Occitane |
| Training Portal | <p>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.</p> | Hiscox, JJ Charitable Trust, Refinitiv |

WOMENS AID FEDERATION OF ENGLAND

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

19. MOVEMENT IN FUNDS - continued

| | | |
|------------|--|--------------------|
| 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. | The Sister's Trust |
|------------|--|--------------------|

Transfers between funds

The transfers between funds between 1st April 2023 and 31st March 2024 were as follows:

| £ | Description | From fund | To fund |
|--------|---|---------------------------|---------------------------|
| 15,047 | Returning the balance of monies received from insurers to unrestricted funds | Office Insurance Claim | Unrestricted |
| 51,930 | The transferred element is bursary income received which is supported by training, therefore this has been reallocated to training within the general fund. | CAF Covid Support | Unrestricted |
| 61,830 | The transferred element is bursary income received which is supported by training, therefore this has been reallocated to training within the general fund. | Home Office | Unrestricted |
| 20,000 | Transfer to repurpose a grant received for Accessibility to cover a new post in NWTAs as agreed with Trust | Restricted Donations | NWTA Sara Charlton |
| 11,000 | Transfer to cover Vacancy monitoring for Routes To Support by Direct Services team | Routes to Support (MHCLG) | Restricted Donations |
| 3,720 | Transfer to cover costs between funds as both funds cover Routes to Support and costs are allocated between both funds | RTS - Invoice Income | Routes to Support (MHCLG) |

During the year there was a reallocation of funding between unrestricted funds, this is noted below:

| £ | Description | From Fund | To Fund |
|--------|--|----------------|----------------|
| 12,156 | Transfer to cover overspend on Internal Investments linked to overall transformation project | Transformation | Culture Change |

Included within restricted funds, the fund Home Office has a negative balance at the year end due to timing of the invoices submitted to the grant provider. It has been agreed with the provider that due to this being an ongoing project, the invoices can be claimed in the next claim in the next financial year.

WOMENS AID FEDERATION OF ENGLAND

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

20. 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 Full or Associate Trustees hold senior positions with member services where there is a small possibility of "Conflict of Interest". The board follows the Women's Aid Conflict of Interest Policy at all times to mitigate the risk from possible conflicts of interest.

Some of the Board of Trustees and Associate Trustees' were drawn from member organisations running services to address violence against women and children. Honorarium payments were made to these member organisations in recognition of their support for the work of the Board, as detailed below:

| | 2024 Associate Trustees £ | 2024 Trustees £ | 2024 Total £ | 2023 Total £ |
|---------------------------|------------------------------------|-----------------------|--------------------|--------------------|
| Apna Haq | | 1,895 | 1,895 | - |
| Rise | | - | - | 250 |
| Staffordshire Women's Aid | | 800 | 800 | - |
| Cambridge Women's Aid | 500 | - | 500 | - |
| | <u>500</u> | <u>2,695</u> | <u>3,195</u> | <u>250</u> |

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

| | 2024 Associate Trustees £ | 2024 Trustees £ | 2024 Total £ | 2023 Total £ |
|---------------|------------------------------------|-----------------------|--------------------|--------------------|
| Apna Haq | - | - | - | 555 |
| Independent | - | - | - | 1,182 |
| IDAS | - | 1,043 | 1,043 | - |
| Staffordshire | - | 57 | 57 | - |
| Cambridge WA | - | - | - | 43 |
| | <u>-</u> | <u>1,100</u> | <u>1,100</u> | <u>1,780</u> |

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

| | 2024 Associate Trustees £ | 2024 Trustees' £ | 2024 Total £ | 2023 Total £ |
|---------------------------|------------------------------------|------------------------|--------------------|--------------------|
| IDAS | - | 33,310 | 33,310 | 34,280 |
| Stop Domestic | 3,002 | - | 3,002 | 9,450 |
| Rise | - | 1,675 | 1,675 | 6,710 |
| Cambridge Women's Aid | 6,316 | - | 6,316 | 7,730 |
| Staffordshire Women's Aid | - | 2,741 | 2,741 | 3,950 |
| Harv Domestic Abuse | 946 | - | 946 | 3,214 |
| Jewish Women's Aid | - | - | - | 4,515 |
| Apna Haq | - | 580 | 580 | 400 |
| | <u>10,264</u> | <u>38,306</u> | <u>48,570</u> | <u>70,249</u> |