

**COMPANY REGISTRATION NUMBER: 06498953**  
**CHARITY REGISTRATION NUMBER: 1123337**

**WE:ARE Women's Empowerment And Recovery Educators  
Ltd**

**Company Limited by Guarantee**

**Unaudited Financial Statements**

**31 March 2020**

# **WE:ARE Women's Empowerment And Recovery Educators Ltd**

**Company Limited by Guarantee**

## **Financial Statements**

**Year ended 31 March 2020**

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# **WE:ARE Women's Empowerment And Recovery Educators Ltd**

## **Company Limited by Guarantee**

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

**Year ended 31 March 2020**

The trustees, who are also the directors for the purposes of company law, present their report and the unaudited financial statements of the charity for the year ended 31 March 2020.

#### **Chair's report**

"I and my fellow trustees continue to be amazed at the outstanding and ground-breaking work of "WE:ARE"- and yes, this was the year our name changed from the serviceable "Birmingham Freedom Project" to the awe-inducing "WE:ARE". We are Women's Empowerment and Recovery Educators!

Our launch in November at our home base was a great event with multiple contributions from the community but we are very grateful for the ongoing support and encouragement from our very own Jess Phillips MP for Yardley and now on the shadow frontbench for Domestic Violence and Safeguarding.

The highlights of the year must be the expansion of our team and scope. On the staff side we give a warm welcome to Sadia and Shamina who are already great assets alongside Jacky, Donna and Jo and on the trustee side we welcomed Jo Godman. Jo had got to know us through some development work and her vast experience will aid us considerably. At this point we must recognise the work and contribution of Cherry who recently resigned as trustee. She was instrumental in the hand over from the previous trustees in 2014 and has worked tirelessly in supporting the project- Cherry you will fondly remembered as a friend of WE:ARE and we would like to place on record our thanks for everything you did.

Our year continued with supporting many women and their children through Freedom, Recovery Toolkit, You and Me Mum and ACE Recovery and then Covid came out of seemingly nowhere.

I am very grateful how the team migrated to a remote service in short time and found amazing online resources to help support women in recovery.

Lockdown may have been necessary but we remain deeply concerned about the dramatic rise in both domestic violence and childhood trauma- the indirect causes of Covid as well as Covid itself will be here for years to come.

WE:ARE sits at the centre of Birmingham's response to domestic violence and our role will be even more important moving forwards as we grow to enable women to recovery and beyond. It is a huge privilege for me and my fellow trustees to work alongside our staff - they are simply the best and the testimonies of what they do from the women in the project are breath taking. We thank Jacky, Donna, Jo, Sadia and Shamina for their skill, heart and dedication. On a similar note I would like to thank our vice chair Debby and our finance lead John for the hours of work they put in to help support the project. And a return to a fond farewell to Cherry and a high five welcome to Jo.

We face all face an uncertain future but one thing I am certain of is that WE:ARE will go from strength to strength as it continues to help women on their journey to both recovery and empowerment. Well done to all and especially the family of WE:ARE!

**Dr Andrew Coward**  
**Chair**

# **WE:ARE Women's Empowerment And Recovery Educators Ltd**

## **Company Limited by Guarantee**

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

**Year ended 31 March 2020**

#### **Objectives and activities**

**April 1st 2019 - 31st March 2020**

#### **Forward**

Over many years people will have known us as Allen's Croft Project or Birmingham Freedom Project but after a year of consultations with women who attend our project we finally found a new name that describes exactly what we do.

#### **WE:ARE - Women's Empowerment And Recovery Educators**

So how did we come up with our new name?

**W - WOMEN'S** Run by women for women

**E - EMPOWERMENT** is the process of becoming stronger and more confident, especially in controlling one's life and claiming one's rights after domestic abuse.

**AND**

**R - RECOVERY** The word RECOVER is:

- to get back or regain (something lost or taken away)
- to make up for or make good (loss, damage, etc., to oneself).
- to regain the strength, composure, balance, or the like, of (oneself).

In domestic abuse you lose yourself, something is taken from you,

You're out of balance, you have many losses, emotional, material and personal

To recover is to find yourself again, to reclaim many of those losses and to regain your sense of self.

#### **E - EDUCATORS**

Women who attend our project use the knowledge they've gained to educate their friends, family, teachers, social workers, police, judges, mental health etc. We hear proof of this daily not only from participants but also from the agencies themselves.

On November 19th 2019 we launched our new name to over 90 invited guests from the many statutory, voluntary and community sector organisations whom we've worked alongside over the years. Our compere for the afternoon was our patron radio presenter Matilda New. Guest speakers included MP for Yardley Jess Phillips, Assistant Police and Crime Commissioner Ashley Bertie and our Ambassador Scarlett Allen-Horton founder of Harper Fox Partners and a finalist in BBC's The Apprentice. We also heard from Caroline Bradbury-Jones who leads the Risk Abuse and Violence research programme at University of Birmingham. Caroline spoke of her published research undertaken with women who had completed our programmes - 'A qualitative exploration of 'thrivership' among women who have experienced domestic violence and abuse: Development of a new model'. The event was also to launch our Communicative Collaborators project. The two-year project, funded by the People's Health Trust, aims to hone the skills of the women that have attended our programmes and help them develop new strengths through a series of workshops delivered in year one.

The final objective of year two focuses on bringing survivors and professionals together to look at

# **WE:ARE Women's Empowerment And Recovery Educators Ltd**

## **Company Limited by Guarantee**

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

#### **Year ended 31 March 2020**

improving services to make leaving to healing a safer and more holistic process. During the event many of the organisations present offered to deliver workshops including public speaking, mediation, yoga, wreath making, self-regulation techniques, presentation skills, mental first-aid training, self-defence, relaxation and interview skills. Others including Birmingham Children's Trust, Birmingham Solihull and Mental Health Trust and West midlands Police offered to meet with our groups to listen to their concerns and learn lessons from those with lived experience to better inform their practice.

It was a truly wonderful day with a chance for agencies to learn more about our work, our future plans, learn about each other's work and network over lunch with the many organisations present. We have since been told about the many meetings that came about from that one event.

We may have a new name but our aims and objectives continue in the empowerment and education of women who have experienced domestic abuse. In order to meet our objectives, we continue to deliver the following Awareness, Empowerment and Parenting Programmes alongside a range of activities and workshops throughout the year.

At all times in planning our activities the charity has referred to the guidance contained in the Charity Commission's general guidance on public benefit and how the activities will contribute to the overall aims and objectives we have set.

**4 x 11-week Freedom Programmes** exploring the abusive tactics, controlling behaviours and belief systems of the personas of the dominator and the effects on women and children's health and well-being. The end of each session studies the non-abusive counterpart looking at what a relationship built on equality and respect looks and feels like. 140 women attended sessions during the year. This year we celebrated our 50th Freedom Programme that's 550 sessions since we first attended Pat Craven's facilitator training in 2009. 100's of women have benefited from the programme over the last 11 years and many more organisations have now started to deliver it too after seeing the positive impact on the lives of women and children.

**3 x 10-week You & Me, Mum Programmes** where mothers have the opportunity to safely explore the impact domestic abuse has had on themselves and the relationships with their children. It also explores Protective Behaviour messages and strategies for keeping safe. The course focuses on self-empowerment and mutual aid, recognising the central role of mothers in the protection and positive development of their children. 48 women completed the programme during the year.

In total 230 women attended programmes during the year with many more attending workshops, activities and events.

# **WE:ARE Women's Empowerment And Recovery Educators Ltd**

## **Company Limited by Guarantee**

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

**Year ended 31 March 2020**

#### **Achievements and performance**

##### **Health & Well-Being Activities**

###### **Art Group**

Our weekly Coffee Cake Chat & Create group, funded by the Heart of England Community Foundation and led by our Artist in Residence Holly Nolan continues to deliver outstanding pieces of work week after week. As we headed into lockdown, Holly quickly adapted her way of working and within days had reconnected the group through a closed Facebook group where they draw and paint daily and share each other's work online after watching Holly's demonstrations. The sessions have helped in building connections with others, and women tell us how creating together has reduced their loneliness and improved their emotional well-being. Group member Lisa said:

*"The art group has made me feel not so alone during times when I am feeling anxious and depressed. Being able to do some work and share it with the group helps me feel connected. Doing art keeps me calm when I am triggered and helps stop the negativity creeping in... it's very meditative. Holly our teacher has been amazing. She shares her skills and knowledge about arting and helps us do things that raise our confidence and make us feel good about ourselves. I would be very lost without the art group. It really helps me regain balance".*

###### **Zumba and Yoga sessions**

Dance is beneficial for both physical and mental health, and provided in a safe woman only space the classes have enabled the expression of shared emotions, belonging, connectedness, alongside improved health and well-being.

Dr Bessel van der kolk states that yoga opens you up to feeling every aspect of your body's sensations. It's a gentle, safe way for people to befriend their bodies, where the trauma of the past is stored. He states that yoga is equally beneficial - or more beneficial- than the best possible medications in alleviating stress symptoms.

###### **Celebration Events**

In April 2019 and December 2019, we held our twice yearly pamper events to celebrate programme graduations. Women enjoyed a whole range of pampering sessions, creative activities, music, dance and food. As always, the day is full of joy, positivity, laughter, connectedness, togetherness and sisterhood. A day to be pampered and not worry about the cost. Gifts were supplied by Aston Villa Women's Team, Sutton Coldfield United Reformed Church and St Bede's church. Gifts were also donated for their children by Forward Thinking Birmingham, West Midlands Police, Morrison's Rubery, Sass and Marty Taylor from B31 voices and Lions Club Kings Heath.

# **WE:ARE Women's Empowerment And Recovery Educators Ltd**

## **Company Limited by Guarantee**

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

**Year ended 31 March 2020**

#### **Achievements and performance *(continued)***

##### **Collaborative Communicators:**

During the first six months, the project has engaged with 49 women through well-being activities (yoga and Zumba) and a series of workshops. The workshops have started at the foundation of healing and moving forward with the idea of building connectedness and companionship within the group.

Before the pandemic struck many workshops were planned. Whilst COVID-19 has impacted on the delivery of the workshops it has not stopped the core group of women staying connected or the deliverance of the wellbeing activities. Through a private group on Facebook, 27 women have been able to share stories, find support and access the free resources available during this period. Zumba gold has been delivered weekly via zoom and the women can access Barefoot Birmingham's online yoga classes for free with a special code. As the charity adjusted to the new way of operating, workshops have now started being offered over zoom with the first being the Tree of Life. This activity led by a psychologist over three sessions, gives the women the opportunity to look at the people, places and experiences that have shaped their lives with their hopes and dreams for the future.

In April we partnered with Better Start Blackpool to host a focus group with women who attend our programmes. The title 'Can you help make a difference to maternity and perinatal' brought together 20 women who shared their experiences of pregnancy, the birthing process, being a new mum and the impact domestic abuse has on the whole experience and how services could support survivors through a more trauma-informed lens.

Also in April West Midland Fire Service Blue Watch delivered a Heartstart workshop where our groups learned vital lifesaving skills which could help keep someone alive until professional help arrives: How to call for help; How to help someone who is unconscious; How to perform cardiopulmonary resuscitation (CPR); How to recognise the warning signs of a heart attack; How to deal with choking and How to deal with serious bleeding.

In July 2019 staff and group members attended their second Drop the Disorder conference event, billed: 'for everyone who is interested in the current debates around mental health' It attracted psychologists, counsellors, service users, psychotherapists, mental health support professionals, psychiatrists, people with lived experience, managers and individuals with a personal interest. We had a stall at the event run by women who had taken part in our programmes, they were able to give first-hand information about our programmes to people who visited. As always stand out moments for our groups were: 'It's a power imbalance not a chemical imbalance' and 'It's not what's wrong with you, it's what's happened to you' We are very grateful as always to organiser Jo Watson who every year gives large discounts to survivors, this enabled us to invite 18 women to attend alongside our team.

In July we were honoured to be asked to deliver a workshop at Betsy de Thierry's Trauma Conference in Bath. After weeks of practicing and honing our delivery, we travelled to Bath and delivered two workshops to a range of practitioners working in the field of trauma. The workshops focused on how we deliver programmes through a fun, interactive, informative, trauma-informed approach. It was our first step into delivering a conference workshop to a big audience and we were delighted to receive such wonderful feedback.

# **WE:ARE Women's Empowerment And Recovery Educators Ltd**

## **Company Limited by Guarantee**

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

**Year ended 31 March 2020**

#### **Achievements and performance *(continued)***

In September our team joined 2000 delegates from various sectors around the UK to participate in Scotland's ACE (Adverse Childhood Experience) Conference. Dr Gabor Mate was the keynote speaker. It was a great opportunity to spend the day in his presence and it was a great to network with so many of the wonderful organisations we've met over the last few years working in the field of trauma. Many other organisations from Birmingham travelled on the day too including RSVP, Birmingham Children's Trust and Barnardos so it was also a great opportunity to catch up with are local friends in the field who we don't often get the chance to meet up with due to busy schedules.

In October Natalie Collins, Gender Justice Specialist and author of "Out of Control visited our project to deliver a one-day taster session of her new 12-week course entitled 'Own My life'. It was attended by many women from our groups who all expressed an interest in taking part in the full programme. After further discussion it was decided that our organisation would be the Birmingham hosts of the three-day Train the Trainer event. The date was planned for April 2020. When lockdown happened in March 2020 it was decided that the training would instead take place online so that it could continue as planned.

During the year we commissioned two organisations to deliver programmes for children who had experienced domestic abuse. Stacey Mason from COV (Creative Optimistic Visions) delivered a week-long Protective Behaviours programme for a group of 12 children aged 9-12 during the Easter holidays. Through a range of interactive, creative activities the children were introduced to the two Protective Behaviour themes: 'We all have the right to feel safe all of the time' and 'We all have the right to talk with someone about anything even if it's awful or small.' It was a fabulous week and the unanimous feedback from children was "can we come back next week". We look forward to Stacey delivering more programmes next year.

Innovating Minds delivered two Healing Together Programmes. Both programmes took place after school for 2 hours over 6 weeks. 10 children took part in the programmes and thoroughly enjoyed the sessions and we received great feedback from all concerned. The programmes ended with a wonderful 'graduation' event attending by their families. This relationship started with a 5-hour meeting between managing director Asha Patel and ourselves. We shared our knowledge, resources and networks with Asha and the team and expressed the need for a children's programme to run alongside our programmes for mothers. We funded a place on Rockpool's Children's Recovery Toolkit Programme for one of Innovating Minds volunteers and co-delivered the first programme, naming it healing together. We are delighted to hear that from this start Innovating Minds are looking at writing their own programme and offering a train the trainer programme for other organisations. We look forward to hearing more about this as it develops.

In January 2020 we took part in Jess Phillips' video for her Labour Leadership campaign. The video received 2.1 million views and was shown on the Sunday Politics show. As we now know Jess has stepped down from the campaign, the good news is she is back on the select committee for domestic abuse and will be campaigning for the long awaited Domestic Abuse Bill. Since first meeting Jess back in 2011 when she worked for Women's Aid she has been a constant supporter of our organisation and has continued to do so throughout her parliamentary career. In January 2020 with funding from Heart of England Community Foundation's Transformation and Growth Fund we welcomed two new members of staff to our team for the role of programme facilitators. Sadia Masud and Sharmina Akhtar. With new staff members in place our project manager was able to concentrate on funding applications, capacity building, developing new partnerships and delivering programmes in the north side of the City.



# **WE:ARE Women's Empowerment And Recovery Educators Ltd**

## **Company Limited by Guarantee**

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

**Year ended 31 March 2020**

#### **Achievements and performance *(continued)***

##### **Partnerships**

The new year saw the following new partnerships:

- Cranstoun started delivery of weekly drop-ins sessions providing one to one domestic abuse support to women on our programmes.
- Green solicitors started providing fortnightly legal surgery drop-ins.
- BNFC Children's Centre started providing a crèche offering free childcare for women taking part on our Freedom Programme.
- Breaking the Silence will be delivering an interactive and therapeutic Children & Young People's (CYP) Programme for our families.
- Positive Psychology Practitioner and Managing Director of Champs Consult Ruth Cooper-Dickson and her team will be delivering 6 monthly coaching sessions for a group of 10 women who have completed programmes and who are ready to move onto work or volunteering.
- Beyond the Horizon will be delivering a 10-week child parent relationship therapy group for 6 parents called the Penguin Project. Play therapist Ayesha Banks will lead the sessions for women who have completed our other programmes.

We love sharing our work with agencies around the City, spreading the word about our programmes, sharing best practice and bringing forward the voices of survivors who want to express their views to the many organisations who are involved in working with families who have experienced domestic abuse. During the year we delivered talks and presentations to the national lottery finance & corporate teams, children's safeguarding practitioners forum, CAFCASS, social work teams, teachers, family support workers, teachers, mental health workers and police.

##### **Dear Friend Letters Project**

Our Dear Friend Letter project funded through Heart of England Community Foundation continues to grow with over 200 inspirational letters of hope and healing written by women who have completed programmes. We now have a YouTube channel containing 35 videos of inspirational women being the voice and face of those very special letters.

As we closed the year in March 2020 COVID-19 arrived and our projects, workshops, programmes and activities all came to a standstill. But as you can see in the report our close knit dedicated team swiftly joined together, made a plan and started to adapt to working remotely to ensure that the women on our programmes and women yet to find us could still access services at a time when they are needed the most.

# **WE:ARE Women's Empowerment And Recovery Educators Ltd**

## **Company Limited by Guarantee**

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

**Year ended 31 March 2020**

#### **Financial review**

##### **General**

The total income for the charity, grants and donations, during the year was £146,326 (2019: £109,696). Although specific grants are received they are all directed towards the core work of the charity and are therefore considered unrestricted in their use.

Total expenditure was £109,196 (2019: £119,224). The net result was a surplus for the year of £37,130 (2019: deficit of £9,528). This amount has been added to reserves leaving a balance carried forward for future use of £80,278.

##### **Acknowledgements**

We are ever grateful for Big Lottery Reaching Communities Grant for ongoing funding. We have witnessed so many life changing moments for women and children in that time which would not have been possible without this grant. We are also grateful to Peoples HealthTrust, Sainsbury Trust, Heart of England Community Women and Girls Fund, and our many other donors who provided funding for programmes and creative activities.

##### **Reserves Policy**

The charity's current policy is to maintain sufficient reserves to enable it to pay salaries and other operating costs for a period of three months. At present levels of costs this is estimated to be £25,000. Excess monies will be used to develop and expand programmes and projects and, hopefully increase staffing levels.

##### **Plans for future periods**

As we closed the year in March 2020 COVID-19 arrived and our projects, workshops, programmes and activities all came to a standstill. But as you can see in the report our close knit dedicated team swiftly joined together, made a plan and started to adapt to working remotely to ensure that the women on our programmes and women yet to find us could still access services at a time when they are needed the most.

Who knows what the next few weeks or months will bring. We end the year knowing that our team: Jacky, Donna, Jo, Sadia and Sharmina have the skills, commitment and dedication to do everything we can to continue to offer a range of awareness and empowerment programmes to enable those who come to us for support to Rise Reclaim and Recover

##### **Structure, governance and management**

WE:ARE Women's Empowerment And Recovery Educators Ltd is a company limited by guarantee governed by its Memorandum and Articles of Association dated 11 February 2008 and is registered as a charity with the Charities Commission. The charity, previously known as Allens Croft Project, changed its name on 11 July 2019.

##### **Organisation**

The Board of Trustees meets bi-monthly. (The Project Manager has delegated authority for day to day operational and business matters). Significant decisions are dealt with by the Board.

# **WE:ARE Women's Empowerment And Recovery Educators Ltd**

## **Company Limited by Guarantee**

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

**Year ended 31 March 2020**

#### **Structure, governance and management *(continued)***

##### **Related Parties**

The current board of trustees are all professionals who are mainly either currently involved with or who have recently retired from the NHS. It is possible that at some times there will be work carried out for organisations in which the directors have significant influence and as such will need to be reported.

##### **Funding**

The Company receives grants from various grant making bodies in order to assist with salaries and pay for various activities. It also receives donations. It does not actively seek money from the general public but does not reject any donations that may be offered.

##### **Risk Management**

The Trustees have a Risk Management strategy which involves:

- Governance - a review of how the risk affects our aims.
- Operational - Service quality, safeguarding, child protection and health and safety.
- Financial - reviewing adequacy of reserves and cash flow.

##### **Reference and administrative details**

<b>Registered charity name</b>	WE:ARE Women's Empowerment And Recovery Educators Ltd
<b>Charity registration number</b>	1123337
<b>Company registration number</b>	06498953
<b>Principal office and registered office</b>	St Bede's Church Bryndale Avenue Birmingham B14 6NG

##### **The trustees**

Dr A Coward	
D Edwards	
J Guggenheim	
JH Godman	(Appointed 26 March 2020)
C Collins	(Resigned 20 May 2019)
C Dale	(Resigned 26 March 2020)
S Masud	(Resigned 8 December 2019)

##### **Accountants**

David Seeley FCA  
Chartered accountant  
Accuo Accounting Limited  
Chartered Accountants  
Alvechurch  
Birmingham  
B48 7JX

# **WE:ARE Women's Empowerment And Recovery Educators Ltd**

**Company Limited by Guarantee**

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

**Year ended 31 March 2020**

## **Small company provisions**

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

The trustees' annual report was approved on 4 September 2020 and signed on behalf of the board of trustees by:

A handwritten signature in black ink, appearing to be 'A Coward', written in a cursive style.

Dr A Coward  
Trustee

# **WE:ARE Women's Empowerment And Recovery Educators Ltd**

**Company Limited by Guarantee**

## **Independent Examiner's Report to the Trustees of WE:ARE Women's Empowerment And Recovery Educators Ltd**

**Year ended 31 March 2020**

I report to the trustees on my examination of the financial statements of WE:ARE Women's Empowerment And Recovery Educators Ltd ('the charity') for the year ended 31 March 2020.

### **Responsibilities and basis of report**

As the trustees of the company (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

### **Independent examiner's statement**

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act; or
2. the financial statements do not accord with those records; or
3. the financial statements do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination; or
4. the financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.



DAVID SEELEY FCA  
Chartered accountant

Accuo Accounting Limited  
Chartered Accountants  
Alvechurch  
Birmingham  
B48 7JX

4 September 2020

# **WE:ARE Women's Empowerment And Recovery Educators Ltd**

**Company Limited by Guarantee**

## **Statement of Financial Activities (including income and expenditure account)**

**31 March 2020**

		<b>2020</b>		<b>2019</b>
		Unrestricted	Total funds	Total funds
	Note	funds	£	£
<b>Income and endowments</b>				
Donations and legacies	<b>5</b>	146,326	<b>146,326</b>	109,696
<b>Total income</b>		<u>146,326</u>	<u><b>146,326</b></u>	<u>109,696</u>
<b>Expenditure</b>				
Expenditure on charitable activities	<b>6,7</b>	109,196	<b>109,196</b>	119,224
<b>Total expenditure</b>		<u>109,196</u>	<u><b>109,196</b></u>	<u>119,224</u>
<b>Net income/(expenditure) and net movement in funds</b>		<u>37,130</u>	<u><b>37,130</b></u>	<u>(9,528)</u>
<b>Reconciliation of funds</b>				
Total funds brought forward		43,148	<b>43,148</b>	52,676
<b>Total funds carried forward</b>		<u>80,278</u>	<u><b>80,278</b></u>	<u>43,148</u>

The statement of financial activities includes all gains and losses recognised in the year.  
All income and expenditure derive from continuing activities.

The notes on pages 14 to 19 form part of these financial statements.

# WE:ARE Women's Empowerment And Recovery Educators Ltd

## Company Limited by Guarantee

### Statement of Financial Position

31 March 2020

		2020		2019
		£	£	£
<b>Current assets</b>				
Debtors	15	4,950		1,950
Cash at bank and in hand		85,423		49,170
		<u>90,373</u>		<u>51,120</u>
<b>Creditors: amounts falling due within one year</b>	16	<u>10,095</u>		<u>7,972</u>
<b>Net current assets</b>			<u>80,278</u>	<u>43,148</u>
<b>Total assets less current liabilities</b>			<u>80,278</u>	<u>43,148</u>
<b>Net assets</b>			<u>80,278</u>	<u>43,148</u>
<b>Funds of the charity</b>				
Unrestricted funds			<u>80,278</u>	<u>43,148</u>
<b>Total charity funds</b>	17		<u>80,278</u>	<u>43,148</u>

For the year ending 31 March 2020 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476;
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of financial statements.

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

These financial statements were approved by the board of trustees and authorised for issue on 4 September 2020, and are signed on behalf of the board by:



Dr A Coward  
Trustee



J Guggenheim  
Trustee

The notes on pages 14 to 19 form part of these financial statements.

# **WE:ARE Women's Empowerment And Recovery Educators Ltd**

## **Company Limited by Guarantee**

### **Notes to the Financial Statements**

**Year ended 31 March 2020**

#### **1. General information**

The charity is a private company limited by guarantee, registered in England and Wales and a registered charity in England and Wales. The address of the registered office is St Bede's Church, Bryndale Avenue, Birmingham, B14 6NG.

#### **2. Statement of compliance**

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)) and the Charities Act 2011.

#### **3. Accounting policies**

##### **Basis of preparation**

The financial statements have been prepared on the historical cost basis.

##### **Going concern**

There are no material uncertainties about the charity's ability to continue.

##### **Disclosure exemptions**

The charity meets the definition of a public benefit entity.

It satisfies the criteria of being a qualifying entity as defined in FRS 102 and as such the trustees have taken advantage of the exemption and have not prepared a cash flow statement for the company.

##### **Judgements and key sources of estimation uncertainty**

###### **Significant judgements**

There are no judgements (apart from those involving estimations) that management has made in the process of applying the entity's accounting policies that have any significant effect on the amounts recognised in the financial statements.

###### **Key sources of estimation uncertainty**

Accounting estimates and assumptions are made concerning the future and, by their nature, will rarely equal the related actual outcome. The trustees do not consider however that there are any key assumptions or other sources of estimation uncertainty that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year.

##### **Fund accounting**

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes. Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of an appeal, and fall into one of two sub-classes: restricted income funds or endowment funds. There are currently no restricted funds.



# **WE:ARE Women's Empowerment And Recovery Educators Ltd**

## **Company Limited by Guarantee**

### **Notes to the Financial Statements *(continued)***

**Year ended 31 March 2020**

#### **3. Accounting policies *(continued)***

##### **Incoming resources**

All income is included in the statement of financial activities when entitlement has passed to the charity, it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

- income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.
- donated facilities and services are recognised in the accounts when received if the value can be reliably measured. No amounts are included for the contribution of general volunteers.
- income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

##### **Resources expended**

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes applicable VAT as this cannot be recovered, and is classified under headings of the statement of financial activities to which it relates:

- expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.
- other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

##### **Tangible assets**

All fixed assets are initially recorded at cost.

##### **Depreciation**

Depreciation is calculated so as to write off the cost or valuation of an asset, less its residual value, over the useful economic life of that asset as follows:

Computers	- 33% straight line
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##### **Defined contribution plans**

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided.

#### **4. Limited by guarantee**

The company is limited by guarantee and consequently has no share capital. In the event of a winding up the liability of a member to contribute to the assets of the company is limited to £1.

# WE:ARE Women's Empowerment And Recovery Educators Ltd

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

Year ended 31 March 2020

#### 5. Donations and legacies

	Unrestricted Funds £	Total Funds 2020 £	Unrestricted Funds £	Total Funds 2019 £
<b>Donations</b>				
Donations	8,221	<b>8,221</b>	6,953	6,953
<b>Grants</b>				
Grants	138,105	<b>138,105</b>	102,743	102,743
	<u>146,326</u>	<u><b>146,326</b></u>	<u>109,696</u>	<u>109,696</u>

#### 6. Expenditure on charitable activities by fund type

	Unrestricted Funds £	Total Funds 2020 £	Unrestricted Funds £	Total Funds 2019 £
Domestic Violence Programme	99,379	<b>99,379</b>	108,442	108,442
Support costs	9,817	<b>9,817</b>	10,782	10,782
	<u>109,196</u>	<u><b>109,196</b></u>	<u>119,224</u>	<u>119,224</u>

#### 7. Expenditure on charitable activities by activity type

	Activities undertaken directly £	Support costs £	Total funds 2020 £	Total fund 2019 £
Domestic Violence Programme	99,379	8,733	<b>108,112</b>	116,952
Governance costs	—	1,084	<b>1,084</b>	2,272
	<u>99,379</u>	<u>9,817</u>	<u><b>109,196</b></u>	<u>119,224</u>

#### 8. Analysis of support costs

	Analysis of support costs Domestic Violence Programme £	Total 2020 £	Total 2019 £
Staff costs	8,733	<b>8,733</b>	8,510
Governance costs	1,084	<b>1,084</b>	1,000
	<u>9,817</u>	<u><b>9,817</b></u>	<u>9,510</u>

# WE:ARE Women's Empowerment And Recovery Educators Ltd

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

Year ended 31 March 2020

#### 9. Net income/(expenditure)

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

	2020	2019
	£	£
Operating lease rentals	529	723

#### 10. Independent examination fees

	2020	2019
	£	£
Fees payable to the independent examiner for:		
Independent examination of the financial statements	402	402
Other financial services	600	600
	<u>1,002</u>	<u>1,002</u>

#### 11. Staff costs

The total staff costs and employee benefits for the reporting period are analysed as follows:

	2020	2019
	£	£
Wages and salaries	70,932	61,000
Social security costs	2,689	4,932
Employer contributions to pension plans	1,483	787
	<u>75,104</u>	<u>66,719</u>

The average head count of employees during the year was 3 (2019: 3). The average number of full-time equivalent employees during the year is analysed as follows:

	2020	2019
	No.	No.
Number of staff involved in charitable activities	<u>3</u>	<u>3</u>

No employee received employee benefits of more than £60,000 during the year (2019: Nil).

#### Key Management Personnel

The trustees consider that they comprise the key management personnel. No remuneration is paid to them by the charity or any third party in connection with their role at the charity.

#### 12. Trustee remuneration and expenses

No remuneration or other benefits from employment with the charity or a related entity were received by the trustees in either the current or previous year. No expenses were reimbursed in either year.

#### 13. Transfers between funds

There were no transfers between funds during the year.

# WE:ARE Women's Empowerment And Recovery Educators Ltd

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

#### Year ended 31 March 2020

#### 14. Tangible fixed assets

	Equipment £	Total £
<b>Cost</b>		
At 1 April 2019 and 31 March 2020	<u>1,392</u>	<u>1,392</u>
<b>Depreciation</b>		
At 1 April 2019 and 31 March 2020	<u>1,392</u>	<u>1,392</u>
<b>Carrying amount</b>		
At 31 March 2020	<u>—</u>	<u>—</u>
At 31 March 2019	<u>—</u>	<u>—</u>

#### 15. Debtors

	2020 £	2019 £
Trade debtors	<u>3,000</u>	<u>—</u>
Prepayments and accrued income	<u>1,950</u>	<u>1,950</u>
	<u><b>4,950</b></u>	<u><b>1,950</b></u>

#### 16. Creditors: amounts falling due within one year

	2020 £	2019 £
Accruals and deferred income	<u><b>10,095</b></u>	<u><b>7,972</b></u>

#### 17. Analysis of charitable funds

##### Unrestricted funds

	At 1 April 2019 £	Income £	Expenditure £	At 31 March 20 20 £
General funds	<u>43,148</u>	<u>146,326</u>	<u>(109,196)</u>	<u><b>80,278</b></u>

#### 18. Analysis of net assets between funds

	Unrestricted Funds £	Total Funds 2020 £	Total Funds 2019 £
Current assets	90,373	<b>90,373</b>	51,120
Creditors less than 1 year	(10,095)	<b>(10,095)</b>	(7,972)
<b>Net assets</b>	<u><b>80,278</b></u>	<u><b>80,278</b></u>	<u><b>43,148</b></u>

# **WE:ARE Women's Empowerment And Recovery Educators Ltd**

**Company Limited by Guarantee**

## **Notes to the Financial Statements *(continued)***

**Year ended 31 March 2020**

### **19. Operating lease commitments**

The total future minimum lease payments under non-cancellable operating leases are as follows:

	<b>2020</b>	<b>2019</b>
	<b>£</b>	<b>£</b>
Not later than 1 year	<b>–</b>	<b>528</b>
	<u>          </u>	<u>          </u>