

REGISTERED COMPANY NUMBER: 07254667 (England and Wales)  
REGISTERED CHARITY NUMBER: 1136695

**REPORT OF THE TRUSTEES AND**  
**UNAUDITED FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 30 JUNE 2020**  
**FOR**  
**KAIROS WOMEN WORKING TOGETHER**

Walker Thompson Ltd  
Accountants and Registered Auditors  
Empress House  
43A Binley Road  
Coventry  
CV3 1HU

**KAIROS WOMEN WORKING TOGETHER**

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**FOR THE YEAR ENDED 30 JUNE 2020**

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## **KAIROS WOMEN WORKING TOGETHER**

### **REPORT OF THE TRUSTEES FOR THE YEAR ENDED 30 JUNE 2020**

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 30 June 2020. 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).

Kairos Women Working Together is also known as KairosWWT.

#### **OBJECTIVES AND ACTIVITIES**

##### **Objectives and aims**

The vision of the charity is for women to live positive lives, free from exploitation.

The purpose of the charity is to increase the life-chances, choices and wellbeing of women in Coventry caught up in prostitution, affected by, or at risk of sexual exploitation.

The mission of the charity is to increase the safety, stability and self-belief of women in Coventry affected by, or at risk of, exploitation through emotional and practical support, advocacy and awareness raising.

The values of the charity are:

- 1) Accepting and non-judgemental:** every woman matters and is worthy of love, care and support, no matter what her past or current circumstances. We know that women at risk of sexual exploitation (particularly those in prostitution) can face significant judgement and stigma and we want all women to feel welcomed and
- 2) Women-centred:** Projects and work are designed around the specific needs of women accessing our services, rather than expecting women to fit into convenient boxes. We understand that women often experience multiple needs at once.

## **KAIROS WOMEN WORKING TOGETHER**

### **REPORT OF THE TRUSTEES** **FOR THE YEAR ENDED 30 JUNE 2020**

#### **OBJECTIVES AND ACTIVITIES**

##### **Significant activities**

KairosWWT believes in the value and dignity of all women. We provide multiple and individual solutions to support those caught up in prostitution and those vulnerable to it. We do this by building long-term, women-centric relationships and we will be there for as long as is needed.

Since March 2020, we have been working tirelessly to respond to the Coronavirus pandemic. We have adapted our service delivery models in order to effectively respond to the emerging needs of our service users during this challenging time.

KairosWWT has grown significantly in the last twelve months, increasing from a team of four FTE to a team of seven FTE. This has enabled us to increase the capacity of our existing services and to introduce new services such as A Home of Her Own.

In the last twelve months:

- We have worked with 131 women, an increase of 16 service users from last year
- 72% of women who accessed our services maintained or improved their Impact Scale score (a bespoke scale measuring women's journeys from 'stuck' to 'self-reliant')

The pandemic inevitably impacted the delivery of services during March - June. We adapted and adjusted our services in order to continue to provide support to vulnerable women throughout the pandemic, whilst ensuring we protected the health and well-being of our staff and volunteers.

Projects delivered in the last year are as follows:

##### **Feeling Safe (18-24 Years)**

This is KairosWWT's preventative project. We support young women to recognise sexual exploitation, identify risks and seek help when needed. As a result of funding from National Lottery, Feeling Safe has expanded significantly over the last twelve months. Our Feeling Safe service offers:

- 1:1 educational support to help women learn about risks of sexual exploitation and how to stay safe
- 1:1 floating support to help women address barriers/issues affecting their day-to-day lives and wellbeing
- Weekly support group
- Information, guidance and referrals to other specialist agencies as required
  
- 25 young women participated in 1:1 work. This included enabling them to access mental health services, support and referrals following incidents or assaults, and regular meetings and calls to help reduce their isolation and loneliness
- 20 women attended the weekly support group and took part in activities designed to improve their confidence, wellbeing and support networks
- 60% of women scored themselves as having improved their emotional and mental health during the year (based on Outcome Star scores)

The pandemic meant that not all these activities could be undertaken in the same ways as previously. Since March 2020, 1:1 support has been delivered remotely, mainly over the phone, and weekly support group meetings were held virtually.

## **KAIROS WOMEN WORKING TOGETHER**

### **REPORT OF THE TRUSTEES FOR THE YEAR ENDED 30 JUNE 2020**

#### **OBJECTIVES AND ACTIVITIES**

##### **Street Outreach and Evening Drop-In**

The Outreach service aims to make contact with potential and existing service users on the streets of Coventry, and takes resources directly to women caught up in prostitution, promoting personal safety and helping women to build and sustain a relationship with the charity. We offer a range of key harm reduction initiatives (including condoms, needle exchange and direct access to health professionals). Service users are also encouraged to address violence against women through the local Ugly Mugs scheme, and in making formal reports to the police.

- A total of 68 women accessed our weekly evening Street Outreach (51 women) and Evening/Drop-In (55 women) services this year

Due to the pandemic and associated restrictions we were unable to deliver our Street Outreach and Drop-in services between March and June 2020.

##### **Criminal Justice and Prison In-Reach Project**

We aim to reduce the disruption experienced by women serving custodial sentences and facilitate successful re-settlement on release from prison. We work in partnership with HMP Peterborough where we visit service users once a month and we maintain contact with service users transferred to other prisons. As with Floating Support, we work with women on a 1:1 basis to develop individual support plans.

- 31 women were supported through the project in the last year, whether through attendances at court, probation, prison visits or release resettlement support

Due to lockdown restrictions in prisons we have been unable to visit women who are in prison and have been unable to maintain communication with them whilst they are in prison since March 2020. Phone calls have been difficult as prisons have been on 24/7 lockdown with prisoners unable to leave their cells. Prisons have also stopped allowing post to be sent into prisons, which we would normally use a method to build a relationship. We have had to rely on our previous relationships and partnerships within the prisons to ensure effective communication and support upon release day.

##### **Floating Support**

We offer a holistic and flexible support service which aims to help women improve their stability, quality of life and life chances. We work with women on a 1:1 basis to develop individual support plans, facilitate access to other support services, provide advocacy where needed and promote self-advocacy and independence.

- 75 different women received crisis or planned 1:1 support on 1202 occasions this year  
- 45 food packs and 14 clothing packs were given out to women in need. 21 women received an emergency Food Bank voucher to receive three full days of supplies. These needs were often due to benefit delays or changes  
- We accompanied and enabled two women to access drug services to start managing their addictions more safely  
- 16 women were supported following disclosure of assault or attacks, including going to the police or making anonymous reports, according to the women's wishes  
- Two women were intensively supported to attend court to testify against their attacker in a case which had seen multiple women raped or attacked locally

Again, due to the pandemic, Floating Support has been delivered remotely since March 2020. In order to achieve this change in service delivery, we provided all our existing service users with mobile phones to ensure that they had a means to contact us if they required support.

## **KAIROS WOMEN WORKING TOGETHER**

### **REPORT OF THE TRUSTEES** **FOR THE YEAR ENDED 30 JUNE 2020**

#### **OBJECTIVES AND ACTIVITIES**

##### **A Home of Her Own**

In March 2020, we launched a pilot project called A Home of Her Own in partnership with Coventry Haven Women's Aid, with funding from Homeless Link. A Home of Her Own provides support workers, which work with vulnerable women to improve their accommodation status. Between 1st March - 30th June 2020, A Home of Her Own supported nine vulnerable women to improve their accommodation status.

##### **Comments from our service users during the year included:**

"I'm very grateful that I have Kairos, you do not get enough recognition for what you do. I really feel I have a voice now and also listened too."

"I just want to say thank you to you and your team for everything as you both do more than enough for me, so really thanks because if I didn't have you in my life I don't know what I would do."

## **KAIROS WOMEN WORKING TOGETHER**

### **REPORT OF THE TRUSTEES FOR THE YEAR ENDED 30 JUNE 2020**

#### **OBJECTIVES AND ACTIVITIES**

##### **Public benefit**

##### **Our service users**

KairosWWT's main public benefit is for adult women in Coventry at risk of exploitation, including women caught up in prostitution and those aspiring to leave it.

##### **Partnerships**

KairosWWT works with a number of local agencies with the objective of providing local people with advice and assistance to turn around their lives. The trustees ensure the charity complies with Charity Commission guidance on public benefit.

A nurse from the Anchor Centre visits the Evening Drop-In sessions offering outreach services and registering service users at the practice. An Independent Sexual Violence Adviser (ISVA) from Coventry Rape and Sexual Abuse Centre (CRASAC) and the Partnership Connector for Coventry Women's Partnership also attend these sessions on a rolling rota. KairosWWT works alongside Turnaround West Midlands and Embrace Warwickshire, who provide complementary services in the city, offering outreach on alternative days of the week.

As part of our developing Prison In-Reach initiative, KairosWWT also works in partnership with HMP Peterborough to offer increased opportunities for support and improved life choices and chances for KairosWWT service users through floating support whilst in prison, and upon release.

KairosWWT is also part of Coventry Women's Partnership, alongside Foleshill Women's Training, Coventry Rape and Sexual Abuse Centre (CRASAC), Coventry Haven Women's Aid and Coventry Law Centre. This pilot project aims to increase social and economic outcomes for women, help them to easily access multiple services and move smoothly between agencies. The Women's Budget Group is a research partner for the project and publishes two reports a year on topics relevant to the partnership.

KairosWWT works in partnership with Coventry Haven Women's Aid and with funding from Homeless Link to deliver A Home of Her Own.

KairosWWT has developed good partnerships with statutory services over the last twelve months. We actively supported the City Council's Rough Sleep Team in order to ensure all our service users were housed during the pandemic.

The charity is grateful to all members of the community, volunteers and different groups who support our work both financially and in kind, through donations of food, clothing and toiletries. We continue to value strong links with local churches whose premises were used for our services during the reporting year:

- All Saints / St Margaret's Church
- St Mary's & St Benedict's RC Church
- St Peter's Centre

## **KAIROS WOMEN WORKING TOGETHER**

### **REPORT OF THE TRUSTEES** **FOR THE YEAR ENDED 30 JUNE 2020**

#### **OBJECTIVES AND ACTIVITIES**

##### **Volunteers**

KairosWWT could not operate without the dedication and hard work of its volunteers. In the last year 19 different volunteers gave 244 hours of time to supporting the service users across 85 different volunteering sessions.

We are fortunate that due to the nature of the work we undertake, interest in becoming a KairosWWT volunteer ensures a steady flow of interested parties which enables us to fill any vacancies that arise from volunteer turnover. We recruit from all ages and walks of life through local universities, community groups, social media and through Voluntary Action Coventry. Our website and social media have also been assets in the recruitment process. We are indebted to our volunteers who have enabled KairosWWT to continue to deliver and develop its services.

Volunteer recruitment is ongoing, and all new volunteers are interviewed and provided with an induction programme, on-going support and training. Regular supervision is mandatory and is provided every six months basis. There are formal briefing and debriefings at all sessions. 1:1 supervision is available on request.

Training for staff, volunteers and service users is essential to the growth and development of KairosWWT. At KairosWWT, we embrace and provide opportunities for continuing professional development. Training undertaken during the year has included topics such as Safeguarding, Mental health first aid, food hygiene/preparation, drug use and needle exchange, and food bank voucher distributor training. All volunteers undergo a thorough induction programme, including raising awareness around the issues of prostitution and addictions, personal safety, boundaries and KairosWWT policies and procedures.

#### **ACHIEVEMENT AND PERFORMANCE**

The 2019/2020 year has been a positive one of consolidation and growth, of building strategic links across Coventry and developing our partnership working. Highlights have included:

- Significantly increasing the capacity of the team (see below).
- Continuing to be involved in the development of Coventry Women's Partnership to improve social and economic outcomes for women in the city
  - Contributing to research reports released during the year by Women's Budget Group in relation to impact of COVID-19 on vulnerable women in Coventry
  - Increasing the Feeling Safe Team, so we can support more young women who are at risk of sexual exploitation, thanks to funding from the National Lottery Reaching Communities Programme
  - Launching A Home of Her Own pilot project in partnership with Coventry Haven's Women Aid to provide female housing practitioners to support vulnerable women with a housing need (Homeless Link funding)
  - Investing in our leadership capacity by appointing a CEO role with funding from Tudor Trust
  - Enabling two service users to testify in court against their attacker in a local case involving multiple female victims
  - Delivering successful special events for service users throughout the year, including a COVID-19-compliant Christmas party

#### **FINANCIAL REVIEW**

##### **Financial position**

KairosWWT is pleased to report that the Charity has sufficient financial resources and has secured funding to enable it to meet the planned objectives and retain current level of services during 2019/20 financial year.



## **KAIROS WOMEN WORKING TOGETHER**

### **REPORT OF THE TRUSTEES** **FOR THE YEAR ENDED 30 JUNE 2020**

#### **FINANCIAL REVIEW**

##### **Principal funding sources**

Our thanks to our partners, funders, supporters... and the women who let us walk alongside them.

##### **Partnerships**

The Anchor Centre	Coventry Sex Worker Forum
HMP Peterborough	All members of Coventry Women's Partnership
CGL	St Mary & St Benedict's Church
Creative Optimistic Visions	St Peter's Community Centre
Protective Behaviour Consortium	Coventry Integrated Sexual Health Clinic
All Saints / St Margaret's Church	Homelessness Forum

##### **Funders this year**

Lloyds Bank Foundation	Coventry Municipals Charities
Passionists Grant Fund	Eveson Charitable Trust
29th May 1961 Charitable Trust	Field Family Trust
Austin and Hope Pilkington	Garfield Weston Foundation
Smallwood Trust	Henry Smith Foundation
Heart of England Community Foundation	Hillcote Trust
Noel Buxton Trust	Pat Newman Trust
Schroder Charity Trust	Trusthouse Charitable Foundation
Tudor Trust	

##### **Thanks also to:**

All our volunteers and individual supporters who donated to the cause, whether through one-off or regular gifts.

##### **Reserves policy**

The charity will aim to keep between three and six months' core running costs in unrestricted reserves at all times. This is to ensure the Charity is able to meet all of its legal obligations should all funding be withdrawn. The unrestricted reserves at 30 June 2020 totalled £79,687 and are sufficient to meet this target unrestricted reserve level.

#### **STRUCTURE, GOVERNANCE AND MANAGEMENT**

##### **Governing document**

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

Kairos WWT was an Unincorporated Association registered with the Charities Commission from September 2002 until September 2010. Kairos WWT was incorporated as a company limited by guarantee (07254667) in England and Wales in May 2010. It was registered as a Charity (1136695) in June 2010.

##### **Recruitment and appointment of new trustees**

The Articles of Association require that the number of trustees shall not be less than three. At the end of June 2020, there were five trustees. The trustees are also Directors of the company.

Trustees bring a variety of skills and experience including corporate finance, accountancy corporate governance, forensic psychology, human resources and research.

All Trustees give their time voluntarily and receive no private benefit from the charity; neither do the trustees nor parties related to them receive any benefit from any transactions undertaken by the charity.

## **KAIROS WOMEN WORKING TOGETHER**

### **REPORT OF THE TRUSTEES FOR THE YEAR ENDED 30 JUNE 2020**

#### **STRUCTURE, GOVERNANCE AND MANAGEMENT**

##### **Organisational structure**

The trustees form a board which includes the following officers: Chair, Secretary, and Treasurer. It meets every two months. The board has overall responsibility for strategic planning, policy formulation, approval and monitoring of programmes and services, finance, risk management, staff and volunteers, and premises.

The CEO works closely with the trustees attending bi-monthly board meetings. The CEO and Chair have regular contact to discuss strategic or pressing issues as well as formal monthly 1:1s. The CEO and Treasurer have contact on a monthly basis to monitor budgets and the overall financial situation.

Kairos WWT staff work with the trustees to develop good practice in line with policies. Staff line management and case management meetings take place monthly. Individual clinical supervision is provided monthly/six weekly for staff by independent supervisors. During the year individuals were employed in the following posts:

- Rosemary Hart: CEO (full-time July 2019 -November 2019, maternity leave from November 2019)
- Michelle McHugh: CEO (part-time, from October 2019)
- Tianne Peynado: Service Manager for Feeling Safe (full-time)
- Adele Canterbury: Service Manager for Aspire Services (full-time)
- Lisa Miller: Support Worker (full-time)
- Catherine Barnes: Project Worker (full-time from October 2019)
- Jessie-Emma Boatey-Ampratwum (part-time from January 2020)
- Michaela Campbell, Project Lead: A Home of Her Own (part-time from February 2020)
- Emma Mitchell, Housing Practitioner (part-time from March 2020)
- Zoe George, Finance and Office Manager, (part-time from March 2020)

##### **Decision making**

The Chair of Trustees as of 30 June 2020 is Michelle Dovey.

##### **Induction and training of new trustees**

KairosWWT is a member of the National Council for Voluntary Organisations (NVCO). All trustees are members of KairosWWT and receive induction and relevant training.

## **KAIROS WOMEN WORKING TOGETHER**

### **REPORT OF THE TRUSTEES** **FOR THE YEAR ENDED 30 JUNE 2020**

#### **STRUCTURE, GOVERNANCE AND MANAGEMENT**

##### **Risk management**

The Board have reviewed major strategic, financial and operational risks throughout the year. The Board reviewed and embedded a revised risk management policy, ensuring sufficient processes are in place including regular reports to enable the Board to focus on managing and controlling significant risks. The significant risks that have faced Kairos WWT during the year include:

- Safeguarding: Kairos WWT staff deal with a high number of safeguarding issues and concerns on a regular basis. To reduce the risks associated with safeguarding, we engaged an independent consultant to review our Safeguarding Policy and processes.

- Staff safety: the CEO highlighted to the Board a significant risk to staff safety due to potential risks associated with delivering the evening Outreach and Drop-In Service. Staff training was provided as a priority in order to minimise the risk

- Organisational Structure: The current staff structure has been identified as a significant risk due to lack of contingency for the CEO role and the overly operational focus of the CEO. The Board are currently working with an external consultant to develop a revised organisational structure which addresses these issues.

##### **Response to COVID19:**

The Board worked quickly with the CEO to assess the potential impact of the COVID19 pandemic on Kairos WWT. This included assessing the financial impact, the ability to continue to meet grant outcomes, ability to continue to meet the needs of our service users and the risk to staff and volunteers. The Board approved a Business Continuity Plan which outlined a range of measures to reduce the risk of transmission of COVID amongst staff, volunteers and service users and ensuring all services provided during the pandemic were COVID19 safe and inline with Government regulations. From March 2020 - June 2020, all 1-2-1 support was carried out remotely. Additionally, the Peer Support group for the Feeling Safe Service became a virtual group. Unfortunately, we suspended our Evening Outreach and Drop-In Service during this time due to concerns around the transmission of COVID19.

Thanks to the flexibility and understanding of our funders Kairos WWT has been able to continue to provide support to vulnerable women during the pandemic. However, long term funding beyond the pandemic continues to be a concern for the Board.

#### **REFERENCE AND ADMINISTRATIVE DETAILS**

##### **Registered Company number**

07254667 (England and Wales)

##### **Registered Charity number**

1136695

##### **Registered office**

All Saints Church / St Margaret's  
50 Walsgrave Road  
Coventry  
CV2 4EB

**KAIROS WOMEN WORKING TOGETHER**

**REPORT OF THE TRUSTEES**  
**FOR THE YEAR ENDED 30 JUNE 2020**

**Trustees**

Ms D Phimister (resigned 16.9.19)  
Ms S Learmonth  
Ms M Dovey (resigned 31.8.20)  
Ms L Cubbit  
Ms K Garvey  
Ms F Hale (appointed 23.8.19)  
Ms K Palmer (appointed 16.9.19) (resigned 27.3.20)  
Ms A McLatchie (appointed 12.10.20)  
Ms R E Richardson-Raine (appointed 6.7.20)

**Company Secretary**

Ms R E Richardson-Raine

**Independent Examiner**

Christopher John Irvine  
ACCA  
Walker Thompson Ltd  
Accountants and Registered Auditors  
Empress House  
43A Binley Road  
Coventry  
CV3 1HU

**Bankers**

CAF Bank Limited  
25 Kings Hill Avenue  
West Malling  
Kent  
ME19 4JQ

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

Approved by order of the board of trustees on 8 March 2021 and signed on its behalf by:

Ms L Cubbit - Trustee

**INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF  
KAIROS WOMEN WORKING TOGETHER**

**Independent examiner's report to the trustees of Kairos Women Working Together ('the Company')**

I report to the charity trustees on my examination of the accounts of the Company for the year ended 30 June 2020.

**Responsibilities and basis of report**

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts 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 your 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**

Since your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a registered member of ACCA which is one of the listed bodies.

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 Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts 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 accounts 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.

Christopher John Irvine  
ACCA  
Walker Thompson Ltd  
Accountants and Registered Auditors  
Empress House  
43A Binley Road  
Coventry  
CV3 1HU

8 March 2021

**KAIROS WOMEN WORKING TOGETHER**

**STATEMENT OF FINANCIAL ACTIVITIES**  
**(INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT)**  
**FOR THE YEAR ENDED 30 JUNE 2020**

	Notes	Unrestricted fund £	Restricted funds £	2020 Total funds £	2019 Total funds £
<b>INCOME AND ENDOWMENTS FROM</b>					
Grants and donations		13,915	338,758	352,673	117,209
Investment income	3	<u>77</u>	<u>-</u>	<u>77</u>	<u>83</u>
<b>Total</b>		13,992	338,758	352,750	117,292
<b>EXPENDITURE ON</b>					
Charitable activities		-	218,885	218,885	143,290
<b>NET INCOME/(EXPENDITURE)</b>		<u>13,992</u>	<u>119,873</u>	<u>133,865</u>	<u>(25,998)</u>
<b>RECONCILIATION OF FUNDS</b>					
<b>Total funds brought forward</b>		<u>65,695</u>	<u>11,749</u>	<u>77,444</u>	<u>103,442</u>
<b>TOTAL FUNDS CARRIED FORWARD</b>		<u><u>79,687</u></u>	<u><u>131,622</u></u>	<u><u>211,309</u></u>	<u><u>77,444</u></u>

**CONTINUING OPERATIONS**

All income and expenditure has arisen from continuing activities.

The notes form part of these financial statements

**KAIROS WOMEN WORKING TOGETHER**

**BALANCE SHEET**  
**30 JUNE 2020**

	Notes	Unrestricted fund £	Restricted funds £	2020 Total funds £	2019 Total funds £
<b>FIXED ASSETS</b>					
Tangible assets	8	-	-	-	45
<b>CURRENT ASSETS</b>					
Debtors	9	63	-	63	-
Cash at bank and in hand		85,212	133,318	218,530	84,065
		<hr/>	<hr/>	<hr/>	<hr/>
		85,275	133,318	218,593	84,065
<b>CREDITORS</b>					
Amounts falling due within one year	10	(5,588)	(1,696)	(7,284)	(6,666)
		<hr/>	<hr/>	<hr/>	<hr/>
<b>NET CURRENT ASSETS</b>		79,687	131,622	211,309	77,399
		<hr/>	<hr/>	<hr/>	<hr/>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>		79,687	131,622	211,309	77,444
		<hr/>	<hr/>	<hr/>	<hr/>
<b>NET ASSETS</b>		79,687	131,622	211,309	77,444
		<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>
<b>FUNDS</b>	12				
Unrestricted funds				79,687	65,695
Restricted funds				131,622	11,749
				<hr/>	<hr/>
<b>TOTAL FUNDS</b>				211,309	77,444
				<hr/> <hr/>	<hr/> <hr/>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 30 June 2020.

The members have not required the company to obtain an audit of its financial statements for the year ended 30 June 2020 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- (a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

The notes form part of these financial statements

**KAIROS WOMEN WORKING TOGETHER**

**BALANCE SHEET - continued**  
**30 JUNE 2020**

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

The financial statements were approved by the Board of Trustees and authorised for issue on 8 March 2021 and were signed on its behalf by:

L Cubbit - Trustee

The notes form part of these financial statements



## **KAIROS WOMEN WORKING TOGETHER**

### **NOTES TO THE FINANCIAL STATEMENTS** **FOR THE YEAR ENDED 30 JUNE 2020**

#### **1. GENERAL INFORMATION AND BASIS OF PREPARATION**

The presentation currency of the financial statements is the Pound Sterling (£)

#### **2. ACCOUNTING POLICIES**

##### **Basis of preparing the financial statements - going concern basis**

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.

The company is in a total surplus position at 30 June 2020 and 30 June 2019. The trustees do not anticipate any significant changes to the charity in the foreseeable future, at least twelve months from the date of signing the financial statements. Hence, the trustees continue to adopt the going concern basis in preparing financial statements.

The Trustees, therefore, consider that the going concern assumption is an appropriate basis on which to prepare these financial statements.

##### **Financial reporting standard 102 - reduced disclosure exemptions**

The charitable company has taken advantage of the following disclosure exemptions in preparing these financial statements, as permitted by FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland':

- the requirements of Section 7 Statement of Cash Flows.

##### **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.

Donated facilities are included at the value to the charity where this can be quantified, and a third party is bearing the cost. They are included at the cost to the donor as income and within the appropriate expenditure heading.

The charity will account for any grant income on a matching basis against the appropriate cost in the appropriate period. Grants towards capital expenditure are written off to income over the same period over which the asset is depreciated.

##### **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.

##### **Tangible fixed assets**

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

## **KAIROS WOMEN WORKING TOGETHER**

### **NOTES TO THE FINANCIAL STATEMENTS - continued** **FOR THE YEAR ENDED 30 JUNE 2020**

#### **2. ACCOUNTING POLICIES - continued**

##### **Tangible fixed assets**

Fixtures and fittings - Straight line over 3 years

##### **Taxation**

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

##### **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.

##### **Cash and cash equivalents**

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

##### **Debtors**

Debtors are recognised at the settlement amount due

##### **Creditors**

Creditors are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors are normally recognised at their settlement amount.

#### **3. INVESTMENT INCOME**

	2020	2019
	£	£
Deposit account interest	77	83
	<u>77</u>	<u>83</u>

#### **4. NET INCOME/(EXPENDITURE)**

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

	2020	2019
	£	£
Depreciation - owned assets	45	44
Independent examination	780	720
	<u>780</u>	<u>720</u>

**KAIROS WOMEN WORKING TOGETHER**

**NOTES TO THE FINANCIAL STATEMENTS - continued**  
**FOR THE YEAR ENDED 30 JUNE 2020**

**5. TRUSTEES' REMUNERATION AND BENEFITS**

There were no trustees' remuneration or other benefits for the year ended 30 June 2020 nor for the year ended 30 June 2019.

**Trustees' expenses**

During the year total expenses of £679 (2019: £39) were reimbursed to the Trustees.

**6. STAFF COSTS**

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

	2020	2019
CEO	1	1
Service Manager	2	2
Support Worker	1	1
Project Worker	2	-
Housing Practitioner	1	-
	<u>7</u>	<u>4</u>

Staff costs were as follows:

	2020 £	2019 £
Salaries	145,913	96,798
Social security	10,404	2,479
Pension contributions	2,368	4,952
	<u>158,685</u>	<u>104,229</u>

No employee received emoluments of more than £60,000.

**7. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES**

	Unrestricted fund £	Restricted funds £	Total funds £
<b>INCOME AND ENDOWMENTS FROM</b>			
Grants and donations	34,963	82,246	117,209
Investment income	83	-	83
<b>Total</b>	<u>35,046</u>	<u>82,246</u>	<u>117,292</u>
<b>EXPENDITURE ON</b>			
Charitable activities	11,660	131,630	143,290
<b>NET INCOME/(EXPENDITURE)</b>	<u>23,386</u>	<u>(49,384)</u>	<u>(25,998)</u>

**KAIROS WOMEN WORKING TOGETHER**

**NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 30 JUNE 2020**

**7. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued**

	Unrestricted fund £	Restricted funds £	Total funds £
<b>RECONCILIATION OF FUNDS</b>			
<b>Total funds brought forward</b>	42,309	61,133	103,442
	<hr/>	<hr/>	<hr/>
<b>TOTAL FUNDS CARRIED FORWARD</b>	<u>65,695</u>	<u>11,749</u>	<u>77,444</u>

**8. TANGIBLE FIXED ASSETS**

	Fixtures and fittings £
<b>COST</b>	
At 1 July 2019 and 30 June 2020	<u>7,374</u>
<b>DEPRECIATION</b>	
At 1 July 2019	7,329
Charge for year	45
	<hr/>
At 30 June 2020	<u>7,374</u>
<b>NET BOOK VALUE</b>	
At 30 June 2020	<u>-</u>
At 30 June 2019	<u>45</u>

**9. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	2020 £	2019 £
Other debtors	<u>63</u>	<u>-</u>

**KAIROS WOMEN WORKING TOGETHER**

**NOTES TO THE FINANCIAL STATEMENTS - continued**  
**FOR THE YEAR ENDED 30 JUNE 2020**

**10. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	2020	2019
	£	£
Bank loans and overdrafts (see note 11)	-	3,699
Social security and other taxes	1,864	-
Other creditors	-	1,311
Accruals and deferred income	5,420	1,656
	<u>7,284</u>	<u>6,666</u>

**11. LOANS**

An analysis of the maturity of loans is given below:

	2020	2019
	£	£
Amounts falling due within one year on demand:		
Bank overdraft	<u>-</u>	<u>3,699</u>

**KAIROS WOMEN WORKING TOGETHER**

**NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 30 JUNE 2020**

**12. MOVEMENT IN FUNDS**

	At 1.7.19 £	Net movement in funds £	At 30.6.20 £
<b>Unrestricted funds</b>			
General fund	65,695	13,992	79,687
<b>Restricted funds</b>			
National Lottery	-	45,782	45,782
Smallwood Trust	1,329	7,350	8,679
Heart of England Foundation - Tampon			
Tax Community Fund	1,825	(1,825)	-
MIND Side by Side Fund	1,745	(1,745)	-
Coventry Church Municipal Charity	1,500	(1,500)	-
Coventry General Charity	5,000	(5,000)	-
St Martin in the Fields	350	(550)	(200)
Tudor Trust	-	8,336	8,336
Trusthouse	-	10,000	10,000
Garfield Western Foundation	-	5,000	5,000
Passionist Grant	-	5,929	5,929
Noel Buxton Trust	-	888	888
Eveson Trust	-	2,667	2,667
Field Trust	-	2,422	2,422
Henry Smith	-	3,333	3,333
Homeless Link	-	8,582	8,582
Severn Trent - COVID	-	2,000	2,000
CRISIS - COVID	-	3,699	3,699
Homeless Link - COVID	-	24,505	24,505
	<u>11,749</u>	<u>119,873</u>	<u>131,622</u>
<b>TOTAL FUNDS</b>	<u><u>77,444</u></u>	<u><u>133,865</u></u>	<u><u>211,309</u></u>

**KAIROS WOMEN WORKING TOGETHER**

**NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 30 JUNE 2020**

**12. MOVEMENT IN FUNDS - continued**

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

	Incoming resources £	Resources expended £	Movement in funds £
<b>Unrestricted funds</b>			
General fund	13,992	-	13,992
<b>Restricted funds</b>			
National Lottery	95,560	(49,778)	45,782
Lloyds Bank Foundation	25,000	(25,000)	-
29th May 1961 Charitable Trust	5,000	(5,000)	-
Smallwood Trust	27,000	(19,650)	7,350
Heart of England Community Foundation (Jumping Through Hoops small grant)	2,000	(2,000)	-
Heart of England Foundation - Tampon			
Tax Community Fund	-	(1,825)	(1,825)
MIND Side by Side Fund	2,000	(3,745)	(1,745)
Coventry Church Municipal Charity	-	(1,500)	(1,500)
Coventry General Charity	-	(5,000)	(5,000)
St Martin in the Fields	117	(667)	(550)
Tudor Trust	25,000	(16,664)	8,336
Trusthouse	20,000	(10,000)	10,000
Garfield Western Foundation	21,500	(16,500)	5,000
Passionist Grant	6,000	(71)	5,929
Noel Buxton Trust	3,000	(2,112)	888
Eveson Trust	5,000	(2,333)	2,667
Field Trust	5,000	(2,578)	2,422
Henry Smith	20,000	(16,667)	3,333
Homeless Link	10,000	(1,418)	8,582
Severn Trent - COVID	2,000	-	2,000
CRISIS - COVID	5,000	(1,301)	3,699
Homeless Link - COVID	49,831	(25,326)	24,505
Austin Hope & Pilkington	1,000	(1,000)	-
Groundworks	500	(500)	-
Hilcote Trust	5,000	(5,000)	-
Schroeder Trust	2,500	(2,500)	-
Sir Jules Thorn Trust	750	(750)	-
	<hr/>	<hr/>	<hr/>
	338,758	(218,885)	119,873
	<hr/>	<hr/>	<hr/>
<b>TOTAL FUNDS</b>	<b>352,750</b>	<b>(218,885)</b>	<b>133,865</b>
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

**KAIROS WOMEN WORKING TOGETHER**

**NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 30 JUNE 2020**

**12. MOVEMENT IN FUNDS - continued**

**Comparatives for movement in funds**

	At 1.7.18 £	Net movement in funds £	At 30.6.19 £
<b>Unrestricted funds</b>			
General fund	42,309	23,386	65,695
<b>Restricted funds</b>			
Heart of England Community Foundation (Jumping Through Hoops large grant)	3,275	(3,275)	-
William A Cadbury Charitable Trust	22,389	(22,389)	-
Grantham York Trust	4,000	(4,000)	-
The Michael Marsh Charitable Trust	4,000	(4,000)	-
George Henry Collins Charitable Trust	500	(500)	-
The Brook Trust	16,994	(16,994)	-
Smallwood Trust	-	1,329	1,329
Truemark Trust	5,000	(5,000)	-
Heart of England Community Foundation (Jumping Through Hoops small grant)	4,975	(4,975)	-
Heart of England Foundation - Tampon			
Tax Community Fund	-	1,825	1,825
MIND Side by Side Fund	-	1,745	1,745
Coventry Church Municipal Charity	-	1,500	1,500
Coventry General Charity	-	5,000	5,000
St Martin in the Fields	-	350	350
	<u>61,133</u>	<u>(49,384)</u>	<u>11,749</u>
<b>TOTAL FUNDS</b>	<u>103,442</u>	<u>(25,998)</u>	<u>77,444</u>



**KAIROS WOMEN WORKING TOGETHER**

**NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 30 JUNE 2020**

**12. MOVEMENT IN FUNDS - continued**

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

	Incoming resources £	Resources expended £	Movement in funds £
<b>Unrestricted funds</b>			
General fund	35,046	(11,660)	23,386
<b>Restricted funds</b>			
Heart of England Community Foundation (Jumping Through Hoops large grant)	25,000	(28,275)	(3,275)
William A Cadbury Charitable Trust	-	(22,389)	(22,389)
Grantham York Trust	-	(4,000)	(4,000)
The Michael Marsh Charitable Trust	-	(4,000)	(4,000)
George Henry Collins Charitable Trust	-	(500)	(500)
The Brook Trust	-	(16,994)	(16,994)
Smallwood Trust	8,500	(7,171)	1,329
Truemark Trust	-	(5,000)	(5,000)
Heart of England Community Foundation (Jumping Through Hoops small grant)	-	(4,975)	(4,975)
Heart of England Foundation - Tampon			
Tax Community Fund	9,983	(8,158)	1,825
West Midlands Crime Commissioner	20,000	(20,000)	-
MIND Side by Side Fund	9,000	(7,255)	1,745
Leigh Trust	2,000	(2,000)	-
Coventry Church Municipal Charity	1,500	-	1,500
Coventry General Charity	5,000	-	5,000
Baron Davenport Charity	800	(800)	-
St Martin in the Fields	463	(113)	350
	<u>82,246</u>	<u>(131,630)</u>	<u>(49,384)</u>
<b>TOTAL FUNDS</b>	<u>117,292</u>	<u>(143,290)</u>	<u>(25,998)</u>

**KAIROS WOMEN WORKING TOGETHER**

**NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 30 JUNE 2020**

**12. MOVEMENT IN FUNDS - continued**

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.7.18 £	Net movement in funds £	At 30.6.20 £
<b>Unrestricted funds</b>			
General fund	42,309	37,378	79,687
<b>Restricted funds</b>			
National Lottery	-	45,782	45,782
Heart of England Community Foundation (Jumping Through Hoops large grant)	3,275	(3,275)	-
William A Cadbury Charitable Trust	22,389	(22,389)	-
Grantham York Trust	4,000	(4,000)	-
The Michael Marsh Charitable Trust	4,000	(4,000)	-
George Henry Collins Charitable Trust	500	(500)	-
The Brook Trust	16,994	(16,994)	-
Smallwood Trust	-	8,679	8,679
Truemark Trust	5,000	(5,000)	-
Heart of England Community Foundation (Jumping Through Hoops small grant)	4,975	(4,975)	-
St Martin in the Fields	-	(200)	(200)
Tudor Trust	-	8,336	8,336
Trusthouse	-	10,000	10,000
Garfield Western Foundation	-	5,000	5,000
Passionist Grant	-	5,929	5,929
Noel Buxton Trust	-	888	888
Eveson Trust	-	2,667	2,667
Field Trust	-	2,422	2,422
Henry Smith	-	3,333	3,333
Homeless Link	-	8,582	8,582
Severn Trent - COVID	-	2,000	2,000
CRISIS - COVID	-	3,699	3,699
Homeless Link - COVID	-	24,505	24,505
	61,133	70,489	131,622
<b>TOTAL FUNDS</b>	103,442	107,867	211,309

**KAIROS WOMEN WORKING TOGETHER**

**NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 30 JUNE 2020**

**12. MOVEMENT IN FUNDS - continued**

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
<b>Unrestricted funds</b>			
General fund	49,038	(11,660)	37,378
<b>Restricted funds</b>			
National Lottery	95,560	(49,778)	45,782
Lloyds Bank Foundation	25,000	(25,000)	-
Heart of England Community Foundation (Jumping Through Hoops large grant)	25,000	(28,275)	(3,275)
29th May 1961 Charitable Trust	5,000	(5,000)	-
William A Cadbury Charitable Trust	-	(22,389)	(22,389)
Grantham York Trust	-	(4,000)	(4,000)
The Michael Marsh Charitable Trust	-	(4,000)	(4,000)
George Henry Collins Charitable Trust	-	(500)	(500)
The Brook Trust	-	(16,994)	(16,994)
Smallwood Trust	35,500	(26,821)	8,679
Truemark Trust	-	(5,000)	(5,000)
Heart of England Community Foundation (Jumping Through Hoops small grant)	2,000	(6,975)	(4,975)
Heart of England Foundation - Tampon			
Tax Community Fund	9,983	(9,983)	-
West Midlands Crime Commissioner	20,000	(20,000)	-
MIND Side by Side Fund	11,000	(11,000)	-
Leigh Trust	2,000	(2,000)	-
Coventry Church Municipal Charity	1,500	(1,500)	-
Coventry General Charity	5,000	(5,000)	-
Baron Davenport Charity	800	(800)	-
St Martin in the Fields	580	(780)	(200)
Tudor Trust	25,000	(16,664)	8,336
Trusthouse	20,000	(10,000)	10,000
Garfield Western Foundation	21,500	(16,500)	5,000
Passionist Grant	6,000	(71)	5,929
Noel Buxton Trust	3,000	(2,112)	888
Eveson Trust	5,000	(2,333)	2,667
Field Trust	5,000	(2,578)	2,422
Henry Smith	20,000	(16,667)	3,333
Homeless Link	10,000	(1,418)	8,582
Severn Trent - COVID	2,000	-	2,000
CRISIS - COVID	5,000	(1,301)	3,699
Homeless Link - COVID	49,831	(25,326)	24,505
Austin Hope & Pilkington	1,000	(1,000)	-
Groundworks	500	(500)	-
Hilcote Trust	5,000	(5,000)	-
Schroeder Trust	2,500	(2,500)	-
Sir Jules Thorn Trust	750	(750)	-
	421,004	(350,515)	70,489

**KAIROS WOMEN WORKING TOGETHER**

**NOTES TO THE FINANCIAL STATEMENTS - continued**  
**FOR THE YEAR ENDED 30 JUNE 2020**

**12. MOVEMENT IN FUNDS - continued**

<b>TOTAL FUNDS</b>	<u>470,042</u>	<u>(362,175)</u>	<u>107,867</u>
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Restricted Funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.

The above restricted funds have been donated for the following specific purposes:

National Lottery	Feeling Safe Project
Homeless Link	A Home of Her Own Project
Noel Buxton Trust	Criminal Justice & Prison Inreach
Eveson Trust	1-2-1 Support Work
Field Family Trust	Feeling Safe Project
29th May 1961 Trust	Feeling Safe Project
Lloyds Bank Foundation	Criminal Justice & Prison Inreach and 1-2-1 Support

**13. RELATED PARTY DISCLOSURES**

There were no related party transactions for the year ended 30 June 2020.

**14. ULTIMATE CONTROLLING PARTY**

There is no controlling party.

**KAIROS WOMEN WORKING TOGETHER**

**DETAILED STATEMENT OF FINANCIAL ACTIVITIES**  
**FOR THE YEAR ENDED 30 JUNE 2020**

	2020 £	2019 £
<b>INCOME AND ENDOWMENTS</b>		
<b>Grants and donations</b>		
Grants	352,673	117,209
<b>Investment income</b>		
Deposit account interest	77	83
<b>Total incoming resources</b>	<u>352,750</u>	<u>117,292</u>
 <b>EXPENDITURE</b>		
<b>Support costs</b>		
Staff salaries and NI	158,685	104,229
Insurance	1,687	2,060
Telephone and internet	4,315	1,776
Postage and stationery	1,102	316
Printing	629	624
Travel and subsistence	6,256	3,433
Sessional costs	22,218	11,358
Recruitment	2,216	578
Training	2,402	2,340
IT maintenance	1,131	1,170
External supervision	1,802	1,246
Rent and room hire	10,648	10,885
Professional fees	2,202	635
Governance	1,190	496
Fundraising	2,625	649
Admin Costs	(268)	1,451
Depreciation	45	44
	<u>218,885</u>	<u>143,290</u>
 Total resources expended	 <u>218,885</u>	 <u>143,290</u>
 <b>Net income/(expenditure)</b>	 <u><u>133,865</u></u>	 <u><u>(25,998)</u></u>

This page does not form part of the statutory financial statements