

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

**REPORT OF THE TRUSTEES AND**  
**UNAUDITED FINANCIAL STATEMENTS**  
**FOR THE PERIOD 1 JULY 2020 TO 31 MARCH 2021**  
**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 PERIOD 1 JULY 2020 TO 31 MARCH 2021**

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## **KAIROS WOMEN WORKING TOGETHER**

### **REPORT OF THE TRUSTEES** **FOR THE PERIOD 1 JULY 2020 TO 31 MARCH 2021**

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 period 1 July 2020 to 31 March 2021. 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 valued.

**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.

#### **Our Behaviours - what we do to achieve our values**

**1) Demonstrate integrity, respect and trustworthiness.** We will treat all people who come into contact with Kairos (whether service users or other stakeholders) with equal value and respect. We recruit staff, volunteers and trustees who fully embrace our ethos and beliefs and our codes of conduct sets out our expectations of these groups.

**2) Advocate and influence** - We will use our experience and knowledge of working with women to influence policy and practice locally, regionally and nationally where we can, as well as making sure our service users' voices and needs are heard and understood through individual-level case work advocacy

**3) Commit to long-term, holistic work** - we understand the long-term and complex nature of issues facing our service users and do not expect or try to deliver 'quick-fix' solutions. Services will be designed to enable us to help women address multiple issues in their lives, not just focus on one area, because people's lives can't be categorised into boxes. We accept women wholly as they are.

## **KAIROS WOMEN WORKING TOGETHER**

### **REPORT OF THE TRUSTEES** **FOR THE PERIOD 1 JULY 2020 TO 31 MARCH 2021**

#### **OBJECTIVES AND ACTIVITIES**

##### **Significant activities**

Kairos WWT believes in the value and dignity of all women. We provide individual and group support to women 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 needed, recognizing that the journey to safety, stability and independence is not a linear process. Relationship and trust building are key to engagement, as is a flexible and responsive approach. The women we support often have multiple, 'complex' needs and struggle with the impact of significant trauma. Therefore, our women typically cycle in and out of engagement. We may encounter a woman on street outreach for many weeks or months (even years) before she takes the step to attend drop-in and eventually seek more intensive support.

During the reporting period we provided the following:

- Evening outreach and drop-in in the local 'red light' area, to engage with women involved in on-street prostitution
- A safe space to disclose safety issues, sexual and domestic violence, exploitation and trafficking, including the option to complete an 'Ugly Mugs' report and/or report crimes to the Police
- Access to sexual and reproductive health information and support
- Crisis support and provision of essentials such as clothing, toiletries, harm reduction kits (condoms, needles etc.), food bank vouchers etc.
- Support to make and access appointments such as dentist, doctors, mental health, social care, contacting benefits helpline etc.
- 1:1 support from a dedicated Support Worker
- A transitional service (Feeling Safe) for young women (aged 18-25) who have been subjected to child sexual exploitation and/or are at risk of sexual exploitation
- A service (Aspire) for women involved in prostitution, supporting them to journey from crisis through to independence
- The 'A Home of Her Own' service, which provides housing and tenancy advice, support, and advocacy with a Specialist Housing Practitioner, including the provision of a weekly housing drop-in
- Support for women navigating the criminal justice system, including support at Court, prison in-reach, release planning, resettlement and community reintegration, in collaboration with women's justice services
- Weekly group for young women (aged 18-25) who are at risk of sexual exploitation, which explores relationships, rights, and safety
- Access to counselling
- As part of Coventry Women's Partnership, referral pathways for women to access Coventry Haven Women's Aid, Coventry Rape and Sexual Abuse Centre (CRASAC), Foleshill Women's Training and Coventry Law Centre
- Awareness raising sessions with young women in the community to increase resilience against risks of sexual exploitation

The Covid-19 pandemic continued to present numerous challenges to our service users, staff and volunteers, and to the organisation in terms of how we safely delivered services. A key priority for us was to ensure that we continued service provision, in recognition of the fact that the women we support are some of the community's most vulnerable and excluded at the best of times. With Covid-19 crisis funding we were able to purchase smart phones and tablets for service users, which helped us maintain contact and provide some virtual support. This also addressed the issue of digital exclusion and allowed women to access important meetings which were moved to online by other service providers such as social care, health, and housing. We moved our evening drop-in location to a larger space to allow for social distancing and moved our group provision to online.

In the 9 month period of July 1 2020 to March 31 2021:

- We supported 172 unique women.
- 58% 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')

52% reported a positive change in their motivation and self-reliance

54% reported a positive change in their self-care and living skills

54% reported a positive change in their emotional and mental health

## **KAIROS WOMEN WORKING TOGETHER**

### **REPORT OF THE TRUSTEES** **FOR THE PERIOD 1 JULY 2020 TO 31 MARCH 2021**

#### **OBJECTIVES AND ACTIVITIES**

Projects delivered were as follows:

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

The Outreach and Drop-In 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.

Outcomes:

- A total of 72 women accessed our weekly evening Street Outreach (52 women) and Evening/Drop-In (41 women) services this year.
  - 104 condom packs were given out
  - 151 food packs were given out
  - Clothes donations were accessed 15 times (this number is lower than usual due to Covid-19)

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

Predominantly funded by The National Lottery, this preventative service supports young women aged 18- 24 who are at risk of sexual exploitation. We provide:

- 1:1 and group support to help women learn about risks of sexual exploitation, healthy relationships, consent, and the right to feel and be safe
- 1:1 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

Outcomes:

- 41 young women participated in 1:1 work. This included enabling them to access external services, provision of support and referrals following incidents or assaults, and regular meetings and support calls to help reduce their isolation and loneliness
- 10 women attended the weekly support group and took part in activities designed to improve their confidence, wellbeing and support networks
- 70% of women scored themselves as having improved their emotional and mental health.
- 65% of women scored themselves as having improved maintain their tenancy and accommodation.
- 64% of women scored themselves as having improved their meaningful use of time.

##### **Aspire**

Aspire offers a holistic and flexible support service to women at risk of or engaged in street based prostitution and aims to help service users 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.

Outcomes:

- 82 different women received crisis or planned 1:1 support on 1269 occasions
- 109 food packs or food bank vouchers were requested and issued-

**KAIROS WOMEN WORKING TOGETHER**  
**REPORT OF THE TRUSTEES**  
**FOR THE PERIOD 1 JULY 2020 TO 31 MARCH 2021**

**OBJECTIVES AND ACTIVITIES**

- 14 Fuel Bank Vouchers were issued to support with gas or electric
- Warrior, a support group for women to provide a safe and supportive space where participants can reduce social isolation, speak openly about their experiences, goals, hopes and dreams, offer each other peer support, and build confidence and self-worth, started at the beginning of March 2021. During that month, 7 women attended.
- Blossoms, a support group for pregnant women and new Mums, delivered in partnership with a Specialist Midwife, started at the beginning of March. During that month, 6 women attended.

**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. We work with women on a 1:1 basis to develop individual support plans.

**Outcomes:**

- 15 women were supported, over 105 sessions, through the project, whether through attendances at court, probation, prison visits or release resettlement support.
  - 7 women over 17 sessions received prison- based support.
  - 4 women over 4 sessions received release day support
  - 5 women over 17 sessions received resettlement support
  - 5 women over 52 sessions were supported to attend court and engage in court processes

**A Home of Her Own (AHOHO)**

This service seeks to address the complex needs of women who are at risk of homelessness or who are homeless, as this is so closely linked to the risk of sexual exploitation and 100% of our service users face significant issues around housing. In Coventry, during the reporting period, there was no female only supported housing provision, and whilst efforts were made to ensure all people were housed as part of the "Everyone In" scheme in response to the pandemic, the reality is that vulnerable women were often placed in unsuitable temporary housing which placed them at risk. A Specialist Housing Practitioner was able to work with these women to address housing related issues, provide tenancy advice, advocate for appropriate placements, and support women to maintain tenancies. Support was provided on a 1:1 basis and through a weekly housing drop-in.

**Outcomes:**

- 84 women were supported over 1148 sessions
  - 10 women were supported at Housing Drop-in which started in March 2021
  - 18 women were supported under the Crisis pathway, supporting women who are homeless, including rough sleeping or hidden homeless to access emergency accommodation.
  - 31 women were supported under the prevention pathway, supporting women who are at risk of homelessness, through interventions such as challenging illegal eviction notices and supporting with rent arrears.
  - 25 women were supported through the sustainment pathway, supporting women who have moved into their own tenancies, for 12 weeks, including support to set up bills, utilities access white goods and furniture.

**Comments from our service users:**

"I have never had such a level of support before and I am really appreciative, as previously I have been apprehensive to ask for support. For the first time ever, I am no longer afraid to ask for support as I know my concerns and voice will be acknowledged. I am now more organised, better able to cope without becoming overwhelmed. Kairos has done a wonderful job supporting me. Ultimately, that Kairos has supported me in moving forward."

**KAIROS WOMEN WORKING TOGETHER**  
**REPORT OF THE TRUSTEES**  
**FOR THE PERIOD 1 JULY 2020 TO 31 MARCH 2021**

**OBJECTIVES AND ACTIVITIES**

"I love my support worker. She's the only one I can really talk to. She's such a good worker and I'm not just saying that. She goes above and beyond. She really does go all out for me."

"Kairos saved my life. I wouldn't be here today if it weren't for all of you."

**Comment from a professional:**

"Working alongside the team at Kairos has been so beneficial to women we both support. The staff build up such a close rapport with clients because they are able to work flexibly and outside of the typical appointment style offer. They are patient while clients take time to build up faith and trust in them. They don't judge and I think because they are able to support a woman with a variety of issues at the same time, in the same place, it means the women are able to gradually become more engaged in support. They provide emotional and practical support and are really great advocates."

**KAIROS WOMEN WORKING TOGETHER**  
**REPORT OF THE TRUSTEES**  
**FOR THE PERIOD 1 JULY 2020 TO 31 MARCH 2021**

**OBJECTIVES AND ACTIVITIES**

**Public Benefit**

The Trustees ensure the charity complies with Charity Commission guidance on public benefit.

**Service Users**

Kairos WWT'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**

Kairos WWT is 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 project aims to increase social and economic outcomes for women, helping 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.

Kairos WWT works alongside Turnaround West Midlands CIC and Embrace Warwickshire, who provide complementary services in the city, including outreach on alternative days/evenings of the week.

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

Our Blossoms group is delivered in partnership with a Specialist Complex Needs Midwife

Service Users have access to counselling through our partnership with Valley Housing

We have been building positive working relationships with the Coventry Rough Sleepers Team

We contribute to a number of local and regional forums including: Local Sex Worker Forum, Regional Sex Worker Forum, Voluntary Sector Safeguarding Forum, Vulnerable Persons Forum, Rough Sleepers Forum, MARAC, Sexual Abuse and Assault Strategy group, and Hillfields Network

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

The charity is grateful to all members of the community and community groups who support our work both financially and in kind, through donations of food, clothing and toiletries.



## **KAIROS WOMEN WORKING TOGETHER**

### **REPORT OF THE TRUSTEES** **FOR THE PERIOD 1 JULY 2020 TO 31 MARCH 2021**

#### **OBJECTIVES AND ACTIVITIES**

##### **Volunteers**

Kairos WWT could not operate without the dedication and hard work of its volunteers. We are indebted to our volunteers who have enabled Kairos WWT to continue to deliver and develop its services.

Typically, we are fortunate that due to the nature of the work we undertake, interest in becoming a Kairos WWT 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.

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.

Covid-19 inevitably resulted in a number of volunteers no longer being able to give their time and a slowdown of expressions of interest in volunteering. However, during the reporting period 10 different volunteers supported with Outreach and Drop-in, as well as support groups which ran from March 2021.

Training for staff, volunteers and service users is essential to the growth and development of Kairos WWT. At Kairos WWT, we embrace and provide opportunities for continuing professional development. Training undertaken during the reporting period 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 Kairos WWT policies and procedures.

#### **ACHIEVEMENT AND PERFORMANCE**

The July 1 2020 to March 31 2021 period has been a positive one of consolidation and growth, of building strategic links across Coventry and developing our partnership working. Highlights have included:

- Continued service provision throughout the challenges presented by the Covid-19 pandemic, including hybrid office and home based working, development of Covid Secure working practices, increased mental health struggles and complexity of need amongst service users, and improving service user's digital inclusion
- Creation of new partnership working opportunities, such as with the Complex Needs Midwife and Valley Housing counselling service
- Development of two new groups; Blossoms and Warrior in response to changing needs as identified by the women themselves
- Increased service user involvement through consultation groups
- Contribution to "Girls Speak" research project led by Agenda
- Year 1 of Feeling Safe evaluation project underway
- Improvements to internal processes and systems
- A focus on professional development, reflective practice, clinical supervision, and staff wellbeing.
- Recruitment of a new full-time CEO who is committed to developing the strategic direction and long term growth and progression of the organisation

#### **FINANCIAL REVIEW**

##### **Financial position**

Kairos WWT 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 the 2021/2022 financial year (now April to March).

## **KAIROS WOMEN WORKING TOGETHER**

### **REPORT OF THE TRUSTEES** **FOR THE PERIOD 1 JULY 2020 TO 31 MARCH 2021**

#### **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  
Complex Special Needs Midwife  
Coventry Haven Women's Aid  
CRASAC  
FWT  
Coventry Law Centre  
Valley House

CGL  
Coventry Integrated Sexual Health Clinic  
Coventry Rough Sleepers Team  
HMP Peterborough  
Turnaround West Midlands CIC  
Embrace Warwickshire

##### **Significant Funders**

29th May 1961 Charitable Trust  
Amazon Donation  
The Brook Trust  
Coventry Church (Municipal) Charities  
CRISIS - In this together  
The Eveson Charitable Trust  
The Fieff Family Charitable Trust  
Garfield Weston Foundation  
Gowling WLG Foundation  
The Henry Smith Charity  
Heart of England Community Foundation  
The Hilden Charitable Trust  
Homeless Link  
Homeless Link - COVID Homelessness Response Fund

Lloyds Bank Foundation  
Mogan & Mogan  
The Noel Buxton Trust  
Passionist Grant Fund  
Rosa's COVID-19 Response Fund  
Severn Trent Water  
The Smallwood Trust  
The National Lottery Community Fund  
The Rhiannon Trust  
The Trust House Charitable Foundation  
The Tudor Trust  
Vanny Campers  
West Midlands Police and Crime Commissioner

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

All our volunteers and individual supporters who donated to the cause, whether through one-off or regular gifts and/or time. Special thanks to the women who allow us to journey alongside them.

##### **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 31 March 2021 totalled £100,142 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.

## **KAIROS WOMEN WORKING TOGETHER**

### **REPORT OF THE TRUSTEES** **FOR THE PERIOD 1 JULY 2020 TO 31 MARCH 2021**

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

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

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.

##### **Induction and training of new Trustees**

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

During and since the period of this report, there has been some turnover of Trustees, due to changes in personal circumstances of some existing trustees and a recruitment drive to bring new talent on board. The current Board are confident that following this transition the Board is now well-resourced and will remain stable for the next few years.

##### **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 Articles of Association require that the number of Trustees shall not be less than three. At the end of March 2021, there were five Trustees. The Trustees are also Directors of the company.

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 CEO and 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 reporting period individuals were employed in the following posts:

- Kellie Ziemba: CEO (full-time, started February 2021)
- Michelle McHugh: Interim CEO (part-time, resigned March 2021)
- Hannah Coban: Head of Service Delivery (full-time, started November 2020)
- Tianne Peynado: Service Manager for Feeling Safe (full-time)
- Adele Canterbury: Service Manager for Aspire (full-time)
- Lisa Miller: Support Worker (full-time)
- Emma Brown: (full-time, started December 2020)
- Catherine Barnes: Project Worker (part-time)
- Jessie-Emma Boatey-Ampratwum (part-time)
- Emma Mitchell, Specialist Housing Practitioner (full-time)
- Zoe George, Finance and Office Manager (part-time)

##### **Decision making**

The Chair of Trustees as of 31 March 2021 is Abbee McLatchie.

## **KAIROS WOMEN WORKING TOGETHER**

### **REPORT OF THE TRUSTEES** **FOR THE PERIOD 1 JULY 2020 TO 31 MARCH 2021**

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

##### **Risk management**

The Board have reviewed major strategic, financial and operational risks throughout the year.

The significant risks that have faced Kairos WWT during the year include:

- Covid-19: The pandemic presented a number of risk to staff, volunteers and service users. Service provision and working practices were updated in line with changing government policies. The workplace was made 'Covid Secure'. The CEO and Board reviewed Covid-19 related risks alongside our Business Continuity Plan on a regular basis.
- Staff Wellbeing: The Covid-19 pandemic and ever increasing complexity of cases placed additional strains on our workforce. This risk was mitigated by ensuring that all staff receive clinical supervision on a monthly/6-weekly basis, the charity introduced an employee assistance programme (EAP), and we introduced weekly 'wellbeing hours', where staff are encouraged to have a paid hour of time for self-care practices.
- 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 reviewed our safeguarding policies and procedures, developed new adult and child safeguarding policies, and imbedded new practices such as a weekly safeguarding case management meeting to review all cases of concern.

#### **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

##### **Trustees**

Ms S Learmonth (resigned 12.10.20)  
Ms M Dovey (resigned 31.8.20)  
Ms L Cubbit (resigned 19.7.21)  
Ms K Garvey  
Ms F Hale  
Ms A McLatchie (appointed 19.7.21)  
Ms R E Richardson-Raine (appointed 6.7.20) (resigned 19.7.21)  
Ms E Baria Bailey (appointed 19.7.21)  
Ms B Foster  
Ms S Mathur (appointed 12.10.20)  
Dr L K Rackliff (appointed 19.7.21)  
Ms M J Rothwell-McHugh (appointed 19.7.21)

##### **Company Secretary**

Ms B Foster

**KAIROS WOMEN WORKING TOGETHER**

**REPORT OF THE TRUSTEES**  
**FOR THE PERIOD 1 JULY 2020 TO 31 MARCH 2021**

**REFERENCE AND ADMINISTRATIVE DETAILS**

**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 23 December 2021 and signed on its behalf by:

Ms S Mathur - 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 period 1 July 2020 to 31 March 2021.

**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

23 December 2021

**KAIROS WOMEN WORKING TOGETHER**

**STATEMENT OF FINANCIAL ACTIVITIES  
(INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT)  
FOR THE PERIOD 1 JULY 2020 TO 31 MARCH 2021**

	Notes	Unrestricted fund £	Restricted funds £	Period 1.7.20 to 31.3.21 Total funds £	Year Ended 30.6.20 Total funds £
<b>INCOME AND ENDOWMENTS FROM</b>					
Grants and donations		28,360	290,836	319,196	352,673
Investment income	3	6	-	6	77
<b>Total</b>		<u>28,366</u>	<u>290,836</u>	<u>319,202</u>	<u>352,750</u>
<b>EXPENDITURE ON</b>					
Charitable activities		6,155	297,949	304,104	218,885
<b>NET INCOME/(EXPENDITURE)</b>		<u>22,211</u>	<u>(7,113)</u>	<u>15,098</u>	<u>133,865</u>
<b>RECONCILIATION OF FUNDS</b>					
Total funds brought forward		79,687	131,622	211,309	77,444
<b>TOTAL FUNDS CARRIED FORWARD</b>		<u><u>101,898</u></u>	<u><u>124,509</u></u>	<u><u>226,407</u></u>	<u><u>211,309</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**  
**31 MARCH 2021**

	Notes	Unrestricted fund £	Restricted funds £	2021 Total funds £	2020 Total funds £
<b>FIXED ASSETS</b>					
Tangible assets	8	-	3,891	3,891	-
<b>CURRENT ASSETS</b>					
Debtors	9	1,756	-	1,756	63
Cash at bank and in hand		100,295	145,162	245,457	218,530
		<u>102,051</u>	<u>145,162</u>	<u>247,213</u>	<u>218,593</u>
<b>CREDITORS</b>					
Amounts falling due within one year	10	(153)	(24,544)	(24,697)	(7,284)
		<u>101,898</u>	<u>120,618</u>	<u>222,516</u>	<u>211,309</u>
<b>NET CURRENT ASSETS</b>					
		<u>101,898</u>	<u>120,618</u>	<u>222,516</u>	<u>211,309</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>		<u>101,898</u>	<u>124,509</u>	<u>226,407</u>	<u>211,309</u>
<b>NET ASSETS</b>		<u>101,898</u>	<u>124,509</u>	<u>226,407</u>	<u>211,309</u>
<b>FUNDS</b>	12				
Unrestricted funds				101,898	79,687
Restricted funds				124,509	131,622
<b>TOTAL FUNDS</b>				<u>226,407</u>	<u>211,309</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the period ended 31 March 2021.

The members have not required the company to obtain an audit of its financial statements for the period ended 31 March 2021 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**  
**31 MARCH 2021**

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 23 December 2021 and were signed on its behalf by:

S Mathur - Trustee

The notes form part of these financial statements

## **KAIROS WOMEN WORKING TOGETHER**

### **NOTES TO THE FINANCIAL STATEMENTS** **FOR THE PERIOD 1 JULY 2020 TO 31 MARCH 2021**

#### **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.

##### **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.

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.

**KAIROS WOMEN WORKING TOGETHER**

**NOTES TO THE FINANCIAL STATEMENTS - continued**  
**FOR THE PERIOD 1 JULY 2020 TO 31 MARCH 2021**

**2. ACCOUNTING POLICIES - continued**

**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**

	Period 1.7.20 to 31.3.21 £	Year Ended 30.6.20 £
Deposit account interest	6	77
	<u>        </u>	<u>        </u>

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

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

	Period 1.7.20 to 31.3.21 £	Year Ended 30.6.20 £
Depreciation - owned assets	890	45
Independent examination	780	780
	<u>        </u>	<u>        </u>

**5. TRUSTEES' REMUNERATION AND BENEFITS**

There were no trustees' remuneration or other benefits for the period ended 31 March 2021 nor for the year ended 30 June 2020.

**Trustees' expenses**

During the year total expenses of £0 (2020: £679) were reimbursed to the Trustees.

**KAIROS WOMEN WORKING TOGETHER**

**NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE PERIOD 1 JULY 2020 TO 31 MARCH 2021**

**6. STAFF COSTS**

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

	Period 1.7.20 to 31.3.21	Year Ended 30.6.20
CEO	1	1
Service Manager	3	2
Support Worker	2	1
Project Worker	2	2
Housing Practitioner	1	1
Office and Finance Manager	1	-
	<hr/>	<hr/>
	10	7
	<hr/> <hr/>	<hr/> <hr/>

Staff costs were as follows:

	2021 £	2020 £
Salaries	172,852	145,913
Social security	13,363	10,404
Pension contributions	3,348	2,368
	<hr/>	<hr/>
	189,563	158,685
	<hr/> <hr/>	<hr/> <hr/>

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	13,915	338,758	352,673
Investment income	77	-	77
	<hr/>	<hr/>	<hr/>
<b>Total</b>	13,992	338,758	352,750
<b>EXPENDITURE ON</b>			
Charitable activities	-	218,885	218,885
	<hr/>	<hr/>	<hr/>
<b>NET INCOME</b>	13,992	119,873	133,865
<b>RECONCILIATION OF FUNDS</b>			
<b>Total funds brought forward</b>	65,695	11,749	77,444

**KAIROS WOMEN WORKING TOGETHER**

**NOTES TO THE FINANCIAL STATEMENTS - continued**  
**FOR THE PERIOD 1 JULY 2020 TO 31 MARCH 2021**

<b>7.</b>	<b>COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued</b>	Unrestricted fund £	Restricted funds £	Total funds £
	<b>TOTAL FUNDS CARRIED FORWARD</b>	<u>79,687</u>	<u>131,622</u>	<u>211,309</u>
<b>8.</b>	<b>TANGIBLE FIXED ASSETS</b>			Fixtures and fittings £
	<b>COST</b>			
	At 1 July 2020			7,374
	Additions			<u>4,781</u>
	At 31 March 2021			<u>12,155</u>
	<b>DEPRECIATION</b>			
	At 1 July 2020			7,374
	Charge for year			<u>890</u>
	At 31 March 2021			<u>8,264</u>
	<b>NET BOOK VALUE</b>			
	At 31 March 2021			<u>3,891</u>
	At 30 June 2020			<u>-</u>
<b>9.</b>	<b>DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR</b>			
			2021	2020
			£	£
	Other debtors		-	63
	Prepayments		<u>1,756</u>	<u>-</u>
			<u>1,756</u>	<u>63</u>

**KAIROS WOMEN WORKING TOGETHER**

**NOTES TO THE FINANCIAL STATEMENTS - continued**  
**FOR THE PERIOD 1 JULY 2020 TO 31 MARCH 2021**

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

	2021	2020
	£	£
Bank loans and overdrafts (see note 11)	200	-
Social security and other taxes	6,137	1,864
Other creditors	2,675	-
Net wages	336	-
Pensions	1,013	-
Accruals and deferred income	14,336	5,420
	<u>24,697</u>	<u>7,284</u>

**11. LOANS**

An analysis of the maturity of loans is given below:

	2021	2020
	£	£
Amounts falling due within one year on demand:		
Bank overdrafts	<u>200</u>	<u>-</u>

**KAIROS WOMEN WORKING TOGETHER**

**NOTES TO THE FINANCIAL STATEMENTS - continued**  
**FOR THE PERIOD 1 JULY 2020 TO 31 MARCH 2021**

**12. MOVEMENT IN FUNDS**

	At 1.7.20 £	Net movement in funds £	At 31.3.21 £
<b>Unrestricted funds</b>			
General fund	79,687	22,211	101,898
<b>Restricted funds</b>			
National Lottery	45,782	(17,416)	28,366
Lloyds Bank Foundation	-	5,527	5,527
29th May 1961 Charitable Trust	-	897	897
Smallwood Trust	8,679	2,961	11,640
St Martin in the Fields	(200)	200	-
Tudor Trust	8,336	8,593	16,929
Trusthouse	10,000	1,490	11,490
Garfield Western Foundation	5,000	(5,000)	-
Passionist Grant	5,929	71	6,000
Noel Buxton Trust	888	(888)	-
Eveson Trust	2,667	(2,083)	584
Field Trust	2,422	(2,422)	-
Henry Smith	3,333	11,089	14,422
Homeless Link	8,582	(7,666)	916
Severn Trent - COVID	2,000	(848)	1,152
CRISIS - COVID	3,699	(3,699)	-
Homeless Link - COVID	24,505	(6,644)	17,861
West Midlands Police Commissioner	-	(5,000)	(5,000)
The Brook Trust	-	15,000	15,000
Mogan & Mogan	-	400	400
Service User Grants	-	(838)	(838)
Vanny Campers	-	120	120
Hilden Charitable Fund	-	(957)	(957)
	<hr/>	<hr/>	<hr/>
	131,622	(7,113)	124,509
	<hr/>	<hr/>	<hr/>
<b>TOTAL FUNDS</b>	211,309	15,098	226,407
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

**KAIROS WOMEN WORKING TOGETHER**

**NOTES TO THE FINANCIAL STATEMENTS - continued**  
**FOR THE PERIOD 1 JULY 2020 TO 31 MARCH 2021**

**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	28,366	(6,155)	22,211
<b>Restricted funds</b>			
National Lottery	47,965	(65,381)	(17,416)
Lloyds Bank Foundation	25,000	(19,473)	5,527
29th May 1961 Charitable Trust	5,000	(4,103)	897
Smallwood Trust	20,664	(17,703)	2,961
Heart of England Community Foundation (Jumping Through Hoops small grant)	12,000	(12,000)	-
Coventry Church Municipal Charity	1,500	(1,500)	-
St Martin in the Fields	200	-	200
Tudor Trust	27,000	(18,407)	8,593
Trusthouse	2,786	(1,296)	1,490
Garfield Western Foundation	-	(5,000)	(5,000)
Passionist Grant	-	71	71
Noel Buxton Trust	4,500	(5,388)	(888)
Eveson Trust	-	(2,083)	(2,083)
Field Trust	-	(2,422)	(2,422)
Henry Smith	40,000	(28,911)	11,089
Homeless Link	-	(7,666)	(7,666)
Severn Trent - COVID	-	(848)	(848)
CRISIS - COVID	-	(3,699)	(3,699)
Homeless Link - COVID	49,830	(56,474)	(6,644)
ROSA	4,760	(4,760)	-
West Midlands Police Commissioner	15,000	(20,000)	(5,000)
National Lottery - COVID response	10,000	(10,000)	-
The Brook Trust	15,000	-	15,000
Mogan & Mogan	400	-	400
Service User Grants	5,731	(6,569)	(838)
Amazon	500	(500)	-
The Rhiannon Trust	500	(500)	-
Gowling WLG (UK) Charitable Trust	1,500	(1,500)	-
Vanny Campers	1,000	(880)	120
Hilden Charitable Fund	-	(957)	(957)
	<hr/>	<hr/>	<hr/>
	290,836	(297,949)	(7,113)
<b>TOTAL FUNDS</b>	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>
	319,202	(304,104)	15,098



**KAIROS WOMEN WORKING TOGETHER**

**NOTES TO THE FINANCIAL STATEMENTS - continued**  
**FOR THE PERIOD 1 JULY 2020 TO 31 MARCH 2021**

**12. MOVEMENT IN FUNDS - continued**

**Comparatives for 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
	<hr/>	<hr/>	<hr/>
	11,749	119,873	131,622
	<hr/>	<hr/>	<hr/>
<b>TOTAL FUNDS</b>	<u>77,444</u>	<u>133,865</u>	<u>211,309</u>

**KAIROS WOMEN WORKING TOGETHER**

**NOTES TO THE FINANCIAL STATEMENTS - continued**  
**FOR THE PERIOD 1 JULY 2020 TO 31 MARCH 2021**

**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	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)	-
	<u>338,758</u>	<u>(218,885)</u>	<u>119,873</u>
<b>TOTAL FUNDS</b>	<u>352,750</u>	<u>(218,885)</u>	<u>133,865</u>

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:

29th May 1961 Charitable Trust	Feeling Safe Project
Amazon	A Home of Her Own project
The Brook Trust	Outreach and Drop-In
Coventry Church (Municipal) Charities	Outreach and Drop-In

**KAIROS WOMEN WORKING TOGETHER**

**NOTES TO THE FINANCIAL STATEMENTS - continued**  
**FOR THE PERIOD 1 JULY 2020 TO 31 MARCH 2021**

**12. MOVEMENT IN FUNDS - continued**

Gowling WLG Charitable Trust	Outreach and Drop-In
Heart of England Community Foundation	Feeling Safe Project
Henry Smith Charity	Organisational Running Costs
Homeless Link	A Home of Her Own project
Homeless Link - COVID-19 Homelessness Response Fund	Support Services during COVID
Lloyds Bank Foundation	Criminal Justice and Prison In-Reach and 1-2-1 Support
Mogan & Mogan	Support to Outreach and Drop In
The National Lottery Community Fund	Feeling Safe Project
The National Lottery Community Fund	Support Services during Coronavirus
The Noel Buxton Trust	Criminal Justice and Prison In-reach
The Rhiannon Trust	Outreach and Drop-In
ROSA's COVID-19 Response Fund	Core Costs
The Smallwood Trust	Coventry Women's Partnership project
The Tudor Trust	Management Salaries
The Tudor Trust Staff Wellbeing Grant	For Kairos Staff Wellbeing
The Trusthouse Charitable Foundation	Support for Core Costs
Vanny Campers	Support Services during Coronavirus
West Midlands Police and Crime Commissioner	Outreach and Drop-in
Baron Davenport Charity	Grants for Service Users
Glasspool Charity Trust	Grants for Service Users
St Martins in the Fields	Grants for Service Users
Newfield Trust	Grants for Service Users
WE Dunn Charitable Trust	Grants for Service Users

**13. RELATED PARTY DISCLOSURES**

There were no related party transactions for the period ended 31 March 2021.

**14. ULTIMATE CONTROLLING PARTY**

There is no controlling party.

**KAIROS WOMEN WORKING TOGETHER**

**DETAILED STATEMENT OF FINANCIAL ACTIVITIES**  
**FOR THE PERIOD 1 JULY 2020 TO 31 MARCH 2021**

	Period 1.7.20 to 31.3.21 £	Year En 30.6.20 £	ded
<b>INCOME AND ENDOWMENTS</b>			
<b>Grants and donations</b>			
Grants	319,196	352,673	
<b>Investment income</b>			
Deposit account interest	6	77	
<b>Total incoming resources</b>	<u>319,202</u>	<u>352,750</u>	
<b>EXPENDITURE</b>			
<b>Support costs</b>			
Staff salaries and NI	189,563	158,685	
Insurance	46	1,687	
Telephone and internet	2,476	4,315	
Postage and stationery	1,194	1,102	
Printing	277	629	
Travel and subsistence	2,997	6,256	
Sessional costs	52,893	22,218	
Recruitment	699	2,216	
Training	4,498	2,402	
IT maintenance	2,143	1,131	
External supervision	1,875	1,802	
Rent and room hire	11,099	10,648	
Professional fees	18,771	2,202	
Governance	780	1,190	
Fundraising	-	2,625	
Evaluation	12,513	-	
Admin Costs	1,390	(268)	
Depreciation	890	45	
	<u>304,104</u>	<u>218,885</u>	
Total resources expended	<u>304,104</u>	<u>218,885</u>	
<b>Net income</b>	<u><u>15,098</u></u>	<u><u>133,865</u></u>	

This page does not form part of the statutory financial statements