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REPORT OF THE TRUSTEES AND  
UNAUDITED FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2022  
FOR  
KAIROS WOMEN WORKING TOGETHER

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**KAIROS WOMEN WORKING TOGETHER**

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**FOR THE YEAR ENDED 31 MARCH 2022**

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**KAIROS WOMEN WORKING TOGETHER**

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

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2022. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

Kairos Women Working Together is also known as KairosWWT.

## KAIROS WOMEN WORKING TOGETHER

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

#### **OBJECTIVES AND ACTIVITIES**

##### **Aims and Objectives**

Kairos WWT was originally established in 1999 to reach out to a group of women who were perceived to be marginalised and vulnerable; women involved in street-based prostitution in the 'red light area' of Coventry. Through street outreach, trusting relationships with the women formed. Over the past 23 years, our service offer developed in line with the women's needs and wishes. In recent years we have widened our reach, evolved our approach and expanded our service offer. We've adapted to a more competitive funding landscape and responded to the extreme challenges presented by the Covid-19 pandemic and impending economic crisis. We've managed ever increasing levels of demand, complexity of need, and new expectations related to professional knowledge, safeguarding, and risk management.

**Kairos** is an ancient Greek word meaning 'the right, critical, or opportune moment for the accomplishment of crucial action'. In Greek mythology, Kairos was the god of opportunity. We hold space for women, meeting them where they are at until the time is right for them to take action towards their goals. We provide options and create opportunities, supporting women to accomplish the change they want for their lives.

Our **vision** is a world where every woman matters, and all women live free from sexual exploitation.

Our **mission** is to empower women to increase their safety, stability, self-belief, and self-reliance, through the provision of emotional and practical support, advocacy, and awareness raising.

As a **values**-driven organisation, all of our work reflects our shared core values:

**Compassion:** We believe that women have the right to be respected and treated fairly. We act with humanity, listening with curiosity to come to an understanding of what is causing them difficulties or distress. We value them as unique individuals, and empathically seek to understand their priorities, needs, abilities, and aspirations.

**Empowerment:** We recognise that the women we support have a right to self-determination. Rather than 'rescue', we support women to develop self-belief and establish a sense of choice, control, and agency within their lives. We do not treat women as passive recipients of help and we maintain strong professional boundaries to ensure we facilitate independence.

**Justice:** We understand that women who face multiple disadvantage also face significant injustice in their lives. They are often ignored, silenced, or pushed to the margins. As passionate advocates, we ensure their voices are amplified and rights are upheld. We seek to positively challenge and influence policy and systems to improve outcomes for all women.

##### **Who We Support**

We support women at risk of or subject to sexual exploitation. This includes women actively involved in street-based prostitution, women involved in other forms of the sex industry, women seeking to exit and women who have exited the sex industry and require support to maintain this, young women who have been subjected to childhood sexual exploitation (CSE) and are at risk of further exploitation, and young women generally at risk of being sexually exploited. We also, more broadly, support women who face multiple disadvantage and have unmet needs.

Every woman we support has experienced trauma and struggles with the impact of this. The majority were subjected to at least one form of childhood abuse, including child sexual exploitation (CSE). For those involved in prostitution, most were exploited into it as teenagers, some as young as 14 years old. Around three-quarters grew up in care and many have never experienced a safe, loving relationship. Many have had children removed from their care. The vast majority are routinely and repeatedly subjected to at least one form of violence and abuse: sexual violence, domestic violence, and coercive control. The women are some of the most victimized in our community. It is no surprise that many turn to substance use as a coping strategy. Two thirds of the women have spent time in prison. All the women live in abject poverty, and most have no safe space to call home. The women face various barriers to accessing other services and when involved in multiple services at the same time, this can be overwhelming and particularly difficult to navigate.

## KAIROS WOMEN WORKING TOGETHER

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

Typically (though not always), women with multiple unmet needs (aka 'multiple complex needs,' 'multiple disadvantage') are at greater risk of sexual exploitation/becoming involved in prostitution.

#### **Risk factors may include (but are not limited to):**

- History of complex trauma
- Poor mental health (often due to the impact of trauma)
- Subjected to childhood abuse, including Child Sexual Exploitation (CSE)
- Exploited into the commercial sex industry as a child
- Was a 'looked after child'
- Has had their own children removed into care
- Subject/ed to sexual and/or domestic violence
- Subject/ed to coercion. People (usually men) who coerce women into prostitution may employ intimidation, abuse, and violence. The coercion may be financial or through the provision of something needed (i.e. food, housing, drugs). It is a complex issue, and the perpetrator may not fit the 'pimp' stereotype. They may be a father, partner, house mate, friend, associate, or drug dealer.
- Limited support networks
- Involvement in the criminal justice system
- Employs coping strategies such as substance use, which can place financial demands on the woman and impact on her ability to make informed choices and give consent
- Precarious housing or homelessness
- Previous involvement in prostitution

The women we support are often considered 'too complex' or 'high risk' by mainstream statutory and voluntary services, who can struggle to reach and maintain engagement with them. The women have a multitude of needs that single issue services, with limited remits or resources, are unable to meet.

#### **The Way We Work**

Our approach is rooted in a critique of the sex industry as an institution, from a Violence Against Women and Girls (VAWG) perspective, and places no moralistic judgement on the women we support.

We're there for women in crisis, supporting them to increase their safety, reduce harm and ensure basic needs are met. We take time to build trusting relationships; persistence and flexibility are key. We recognise the need for women to move beyond entrenched cycles of crisis and harm. We support them to believe in their ability to achieve their goals and empower them to take the necessary steps along the way. We journey alongside them as they increase their stability and self-reliance. We fully recognise that such a journey is unique to each individual woman, is never linear, and needs to be long term.

#### **Our approach is:**

**Woman-centred:** Kairos WWT is run by women, for women. Women supported by Kairos WWT have been subjected to male violence and all are impacted by trauma. They tell us that the presence of males could act as a significant barrier to their engagement. Therefore, we provide women-only services and spaces.

**Trauma Informed:** We consider the effects of trauma in our interactions with women and in the design of our environment, approach, and services. We focus on women's strengths and are non-victim blaming. We advocate for a trauma-informed approach to supporting women at a local, regional, and national level.

**Hopeful:** We believe in the value and potential of every woman, and empower them to believe in themselves. We always hold hope for them, even when they might not want or feel ready for change. We will never give up on them. Our support enables them to reimagine their lives and we journey with them towards their goals.

**Collaborative:** We listen to the voices of women with 'lived experience'. They are actively involved in co-designing their support plans and co-producing service provision. We regularly consult with the women we support, so that their voice is influential at all levels of organisational decision making and beyond. We encourage and provide opportunities for peer leadership. We work in partnership with other organisations and are open to new opportunities for collaboration.

## **KAIROS WOMEN WORKING TOGETHER**

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

**Relational:** Taking time to build trusting relationships with women is key to maintaining their ongoing engagement and optimising opportunities for empowerment. Our informal style involves patience, persistence, and flexibility. We uphold high levels of confidentiality and work hard to deliver what we say we will.

**Holistic:** Every woman is treated as a unique individual, with specific needs and ambitions. Services are designed to be long term and to enable women to address multiple issues in their lives, not just focus on one area, because their lives cannot be categorised into neat boxes.

**Outcomes Focused:** We want our support to be transformational, therefore we ensure our approaches and processes are working towards helping women move beyond crisis to achieve positive, life changing outcomes, that result in more women living free from sexual exploitation.

**Evidence Based:** Our approaches, processes and tools are informed by good practice evidence of what works best to achieve our aims. We effectively collect data, monitor outcomes, and evaluate our services to feed into a cycle of continuous improvement.

**Reflective:** We engage in reflective practice, intentionally taking time to consider how our values, biases, thoughts, feelings, and beliefs influence the decisions we make in the course of our work.

#### **Our Impact**

Put simply, we empower women to change their lives. Women typically start with us when they are in crisis and find it difficult to envision life beyond their day to day (or perhaps even hour to hour) existence in 'survival mode'. It takes time to build trust and it is understandable that women can cycle in and out of crisis several times at the beginning of and at times throughout their journey.

Maintaining a period of stability is a big achievement in itself. This is often the opportune time for women to experience hope about their future and to set some longer-term goals for themselves.

Women report that with our support they feel safer and have developed greater self-belief. They're more able to cope. Their family and intimate relationships have improved. Financial circumstances are better, and they are maintaining stable accommodation. Women tell us our support made all the difference in them addressing their substance use, being able to exit prostitution, or being able to keep their children in their care. Ultimately, we help women build fulfilled lives, free from sexual exploitation.

"Thank you and Kairos for always being there right from the beginning when I started to want to get my life together. I wouldn't of got here without you. You helped me with and through everything. Support on the street, until you helped me into supported accommodation and now I've been a year in my own place. You have just helped me with everything, my daughter, and making sure I had everything I needed before she came into the world...helped me sort all my benefits out. Helped me get a little job and get on courses. Always there if I just want to call and talk, and even chatted with my partner and pointed him in directions when he needed help. Everything in my life right now, with my partner and beautiful girl, I got with the help and support of Kairos. There are no words for how thankful I am that Kairos was there when I needed you."

\*Service User

## KAIROS WOMEN WORKING TOGETHER

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

#### **OBJECTIVES AND ACTIVITIES**

##### **Significant activities**

Kairos WWT has 4 main services:

**Feeling Safe** supports young women aged 18 - 25. Many have been subjected to Childhood Sexual Exploitation and some have transitioned from statutory and voluntary children's services. We support these young women with the transition to adulthood.

**Aspire** supports woman over the age of 25. Many are or have been actively involved in prostitution, typically street-based. Some cycle in and out, some want support to permanently exit, and some to maintain their exit.

**A Home Of Her Own** supports women who are at risk of or subject to sexual exploitation and are homeless, at risk of homelessness, face housing instability, or are currently in unsafe and/or unsuitable accommodation. Women are supported into and to maintain appropriate, safe housing.

**Women's Justice** supports women involved in the criminal justice system, including those serving sentences in the community or in custody, and those planning release or who've been released. Women in prison benefit from our prison in-reach.

Our **support offer** includes:

- Evening street-based outreach and drop-in
- Crisis intervention to address safety issues, reduce harm, and meet basic needs
- Support to report sexual violence; make 'Ugly Mug' reports, access the Sexual Assault Referral Centre (SARC), ISVA support, and/or to report directly to the police
- Support to access physical, mental, and sexual health services
- Support with benefits and financial management
- Long-term, 1-2-1 practical and emotional support to achieve identified goals
- Multi-agency case coordination and advocacy
- Support to navigate the criminal justice system and engage with the police, courts, probation, prison, and women's justice services.
- Housing and tenancy advice and advocacy, assistance with homelessness applications, support into and to maintain safe and suitable accommodation
- Wonder Women Wednesdays: a daytime multi-agency 'one stop' support drop-in, providing access to a safe space, hot meal, shower, housing support, IDVA, ISVA, and substance use support, legal advice, a counsellor, and support staff from other partner organisations
- Queen Bees: a semi-structured group for Feeling Safe participants focussed on young women's right to feel safe, through exploration of issues such as rights, consent, coercion
- Blossoms: a peer support and ante/post-natal group for women across our services who are pregnant or have recently had a baby, many of who have experienced and/or are facing child removal. Delivered in partnership with a Specialist Midwife, the focus is on maternal health and wellbeing, positive engagement with social care, and improved outcomes for children.
- Warrior: a semi-structured support group for Aspire participants who are further along in their support journey. Bringing women together to reduce social isolation and enable them to use their time positively, the sessions focus on developing self-confidence, self-care, and helpful coping strategies to improve wellbeing and self-belief.
- Opportunities for new experiences, therapeutic interventions, training, development, volunteering, and employment support
- Access to counselling
- Support to exit prostitution for those who wish to

#### **Achievements and Performance**

Between the period 1 April 2021 to 31 March 2022, Kairos WWT supported 185 unique women. We use nationally recognised outcomes measurement tool 'Outcomes Stars' to measure the impact of our support. Some highlights include:

**Feeling Safe** supported 50 women:

## **KAIROS WOMEN WORKING TOGETHER**

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

#### **OBJECTIVES AND ACTIVITIES**

- 83% reported an improvement in their people and support network
- 80% reported an improvement in how they felt
- 80% reported an improvement in their choices and behaviour
- 87% reported an improvement in practical life skills

**Summer Programme** supported 13 young women:

During the summer, Queen Bees took a break and Feeling Safe delivered a Summer Programme. After having had to cancel the previous year's provision due to Covid-19, we were pleased to deliver the programme in August / September 2021. The aim is to support young women to increase their self-belief; reduce isolation; support the formation of new positive friendships, and provide new and exciting opportunities to engage in fun, stimulating experiences and activities.

At the beginning, the majority of the women fed back that within the previous 2 weeks they had experienced low levels of positivity about life and within themselves. During the last activity of the summer programme, women reported increased levels of confidence, self-esteem and positive mood.

**Aspire** supported 78 women:

- 65% reported an improvement in their safety
- 70% reported an improvement in their support networks.
- 60% reported an improvement in empowerment and self-esteem.

**A Home of Her Own** supports women across 3 pathways:

Prevention - supporting women at risk of homelessness. 47 women were supported to challenge illegal evictions, manage debt, and rent arrears.

Crisis - supporting women who are homeless, rough sleeping or sofa surfing. 59 women were supported to complete their statutory housing application and access emergency accommodation.

Sustainment - supporting women who have moved into their own tenancy. 35 women were supported to access and settle into their own tenancy, completing paperwork, setting up utilities, accessing grants for furniture and white goods as well as establishing a positive support network. This pathway is often the most challenging for women due to the anxiety of having to maintain their own tenancy, often in an area that is new for them.

- 95% reported an improvement in their accommodation
- 95% reported an improvement in their rent and money
- 80% reported an improvement in their health and wellbeing
- 80% reported an improvement in looking after their home

**Women's Justice** supported 18 women:

- 80% reported an improvement in managing strong feelings
- 75% reported an improvement in living skills and self-care
- 75% reported an improvement in their positive use of time

**Wonder Women Wednesdays** multi-agency drop-in supported 46 women

**Blossoms** supported 17 pregnant women/new mums

**Queen Bees** supported 23 young women

**Warrior** supported 20 women



## **KAIROS WOMEN WORKING TOGETHER**

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

#### **OBJECTIVES AND ACTIVITIES**

Overall, Kairos WWT has supported women to make significant positive change in their lives. There have been women who started to believe in themselves, those who made small but significant steps towards change, and those who took significant strides towards their goals. Women got homes, kept children in their care, left abusive perpetrators, overcame substance use, and some chose to exit prostitution. They inspired and motivated us every day.

"My life was in turmoil. I was a really bad cocaine user. I fell pregnant, and my Kairos Worker helped me turn my life around, she helped me see the future. After about 6-7 months, I started feeling back to the happier me. I could see a life without the drugs and without the alcohol. The team at Kairos supported me through everything, through times where I've had no shopping, to times where I've just needed someone to talk to, to when I've been literally at breaking point. Helping me go to Case Conferences, to keep my children, reading letters and just giving me a better understanding of how things actually work in the real world. I still struggle, I still get tempted. There's been times where I've literally had it in front of me, and I've gone to do it, but I've pulled myself back because I know the place I came from, the very dark place, and to leave that lifestyle alone. It nearly destroyed me. My future now, is so bright and I can actually see that. I can see me working, to give me and my girls a better life and hopefully to help others in the amazing way I've had help." \*Service User

#### **Service Developments and Projects**

The period 1 April 2021 to 31 March 2022 has been busy for Kairos WWT. As Covid-19 restrictions eased through April to June 2021, the organisation reviewed its working practices, to ensure positive changes and developments were maintained and all elements of service provision were resumed.

We resumed prison visits to HMP Peterborough. This was a welcomed return, lockdown restrictions in prison meant women were in their cells for 23 hours a day, with little connection to the outside world. This had a significant impact on women's mental health, and women reported increased levels of anxiety, loneliness, and depression. We had increased our letter contact and provision of wellbeing packs, however being able to return to face-to-face visits was far preferable.

We were able to return to our drop-in space at St Mary's Church, which provides us with a more central location in the 'red light district'. Since the easing of lockdown restrictions, we have seen an increase in the number of women on evening outreach and attending our evening drop-in, this has included women not known to Kairos WWT as well as women who had previously exited from street-based prostitution.

During Covid, we had adapted our Feeling Safe Awareness Raising Sessions by making animated videos published on YouTube which covered topics such as consent, healthy/unhealthy relationships, grooming and were accessible for all. Following Covid-19, we were pleased to provide face to face awareness raising sessions to other organisations including Coventry Havens Women's Aid, and sessions to young women, with thanks to support from Foleshill Women's Training.

We were thrilled to be able to host an extra special Kairos WWT Christmas celebration for 23 women. Volunteers and staff transformed our Women's Hub space to a sparkling winter wonderland, with a full Christmas dinner, festive activities, and a gift for all. For many women, this would have been their only Christmas experience and for us, even more importantly, it was an opportunity to make them feel cared for and valued.

It has become increasingly important, in the aftermath of the Covid-19 crisis and with the increased demand and complexity of need we are facing, to focus on and prioritise staff wellbeing. We promote a culture of self-care and positive wellbeing, recognising the impact that vicarious trauma can have on individuals. We've introduced an Employee Assistance Programme and a paid weekly 'Wellbeing Hour' for staff to take as and when needed to prioritise their wellbeing. We also had a staff day out, thanks to a wellbeing grant from the Tudor Trust. It was a great opportunity for us to relax and bond as a team.

One of the significant changes for 2021/2022 was the 'bedding in' of our new CEO, Kellie Ziemba. She states:

## **KAIROS WOMEN WORKING TOGETHER**

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#### **OBJECTIVES AND ACTIVITIES**

"As someone with lived experience of sexual exploitation (both outside and inside the sex industry) and a professional background delivering and managing front line services, I have a strong commitment to meeting the needs and upholding rights of the women we support."

Two major pieces of development work for the year were undertaking an organisational restructure and developing a new 3 year strategy for 2022-25.

The restructure plan followed both informal and formal consultation with the team and was developed to improve efficiency, bringing consistency and a unified approach across the Feeling Safe and Aspire services, and the opportunity for more focussed roles, through the deletion of the Service Manager roles and the creation of two new roles: Team Manager and Specialist Justice Practitioner.

The Team Manager will lead and line manage Support and Advocacy Practitioners (formerly Support Workers/Project Workers) across both the Feeling Safe and Aspire services. Having a dedicated Team Manager will enable focused and consistent support, advice and guidance for the Practitioners. It will ensure that Practitioners are delivering a high-quality service whilst promoting their own self care and wellbeing. The Team Manager will focus on professional development, support and supervision of their team to ensure consistent good practice.

The Specialist Justice Practitioner will focus on supporting women, from across services, who are involved in the criminal justice system, with the aim to reduce (re)offending. The Specialist Justice Practitioner will act as a single point of contact, internally and externally, on all issues related to the criminal justice system. She will carry out prison visits, provide support on the day of release and support women to reintegrate back into the community. She will share her expertise via training and upskilling the rest of the team.

The restructure process was completed in May 2022.

Informal and formal consultations in order to develop our 2022-2025 strategy. Staff were consulted on an individual basis, a session was held with volunteers, we held a one-day strategy development day with the team and a full-day event with Trustees, to which service users were invited and 6 participated in a consultation session. Service users provided input via flip chart papers which were displayed around our women's hub for a number of weeks and partners provided feedback by completing a survey and through 1-2-1 discussions.

The new strategy recognises our recent pace of change and dedicates time to strengthen our foundations. The key aim is to ensure we evolve in a sensible way to become a strong and sustainable organisation, ready for an exciting future. By 2025 we will be achieving more life changing outcomes for women. We will bring the voices of the women we support and other women with lived experience well into the centre of our work, to guide us in the right direction. That same care and attention will be replicated for our staff and volunteers. We will embed reflective and evidence-based practices and become a fully trauma-informed organisation. These foundations will all be strengthened by improved internal working across the organisation. By 2025, Kairos WWT will be in a strong position for future aspirational growth and development.

Throughout the year there has been a focus on the development of our own Trauma Informed Practice (TIP). The staff team completed a series of in-depth training sessions. As a team we have developed what TIP means to us and set about to implement this into our daily practice. We founded and lead on the Coventry Trauma Informed Practice Network, which provides an opportunity for local professionals to reflect on and share best practice. The network plans to develop a set of local TIP service standards.

Our group provision continues to expand. One significant development this year has been the growth of our issue specific housing drop-in into a busy multi-agency daytime drop-in, named by the women that attend as 'Wonder Women Wednesdays'. The session is attended by numerous professionals from partner organisations, to help bridge the gap between our women and their services.

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#### **OBJECTIVES AND ACTIVITIES**

In order to better capture the journey and progress made by women and the outcomes achieved, the team have transitioned to using the nationally renowned Outcome Star Online. Through training and regular review, we have started to embed the consistent use of this tool.

Kairos WWT was involved the development of a Local Sex Worker Needs Assessment, led by Public Health. This was conducted in partnership with other organisations in Coventry supporting women involved in street-based prostitution, to better understand their needs and how we might support them. The findings were published along side recommendations for supporting women to exit street-based prostitution.

The Feeling Safe evaluation, being conducted by researchers from Coventry and Nottingham Trent Universities, continued into its second year; through this period the researchers were able to conduct face to face interviews and attend group sessions. They have also published a literature review on Safeguarding practice for young people and adults who have experienced CSE, a systematic review.

Finally, through this period we've realised some successful community-based fundraising opportunities. A team of young people from the NCS (National Citizen Scheme) held a fundraising campaign over the summer and gathered large quantities of essential items for women we support such as food, toiletries, and clothes. In October, staff, volunteers and Kairos WWT supporters fundraised by running at the Coventry Running Festival, completing wither the Coventry Half Marathon or 5k race. We ran a powerful Christmas campaign, which raised the funds required to provide the gift of Christmas to the women we support .

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#### **OBJECTIVES AND ACTIVITIES**

##### **Public Benefit**

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

Kairos WWT's main public benefit is adult women in Coventry at risk of and subject to sexual exploitation, including women with unmet needs who face multiple disadvantage.

##### **Partnerships**

We've worked hard this year to strengthen our relationships with partner organisations and to ensure that they are made more aware of the ways in which we have developed into who we are today. We've delivered a number of awareness sessions to local providers to update them on our current aims, objectives, and service offer.

To support women with multiple needs, it is important that we work in conjunction with other providers to ensure that support is wrapped around each woman. The range of complex needs and issues which must be addressed for sexually exploited women requires a multi-agency approach. Kairos WWT has been supporting vulnerable women in Coventry for 23 years and during that time we have established strong working partnerships.

We are a member of Coventry's Women's Partnership: led by Foleshill Women's Training (FWT) and working alongside Coventry Haven Women's Aid, CRASAC (Coventry Rape & Sexual Abuse Centre) and Central England Law Centre Coventry, with The Women's Budget Group as our research partner during phase one of the partnership. We aim to improve social and economic outcomes for women by helping them more easily access multiple services and move smoothly between agencies. We also collectively advocate for women at a strategic level across the city.

Various service providers now attend our Wonder Women Wednesdays daytime drop-in, including local housing associations, the Coventry Women's Partnership Coordinator, and on request, Central England Law Centre Coventry, who provide free legal advice. An Independent Domestic Violence Advocate (IDVA) from Coventry Haven Women's Aid attends and this has proved successful in engaging with women at risk of harm through domestic violence, who aren't usually reached. CARSAC now send an ISVA who is able to consult with women regarding sexual violence. Staff from CGL (Change Grow Live, substance misuse support) have also started to attend.

We have a formal partnership with Valley House, who provide a range of accommodation and community-based services for vulnerable people in and around Coventry, including supported accommodation for victims of domestic abuse. They employ in-house therapists, whom we sub-contract to support five of our clients through therapy at any one time.

Our Blossoms group is delivered in partnership with an NHS Specialist Midwife who champions a trauma-informed approach, which in turn helps improve mum and baby's pre- and post-natal health outcomes.

We work with numerous social and supported housing providers, including Citizen, Spring Housing, P3, Orbit and Verto Living. Our Specialist Housing Practitioner has also formed positive working relationships with a number of private landlords. These connections help us source suitable accommodation and helps women to maintain their tenancies.

Women are supported to engage with Change Grow Live to address substance misuse, The Anchor Centre to improve their health, and Integrated Sexual Health for STI screening and treatment, and access to contraception.

We work alongside the Local Authority's Housing Options, Accommodation, Rough Sleepers, Vulnerable Persons, Supported Accommodation, Horizons (Child Sexual Exploitation), Throughcare, Adult and Child Safeguarding teams. We support women to engage with Early Help, Child in Need and Child Protection Plans to safeguard children.

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#### **OBJECTIVES AND ACTIVITIES**

Our relationship with the West Midlands Police is getting stronger. Female 'Sex Work' Designated Liaison Officers (DLOs), who are part of the Neighbourhood team for the 'red light district' area, are now being appointed. We are in the process of developing an information sharing agreement and plan to set up sessions where women can informally meet with the officers at our Women's Hub. Given the elevated level of violence experienced by the women, and low reporting rates, we help women make 'Ugly Mugs' reports which can help police identify dangerous predators targeting women involved in prostitution. This work is an area for continued development and our hope is that more and more women feel confident to report sexual and domestic violence to the police.

We liaise regularly with HMP Peterborough's partnerships manager and work alongside Probation and Springboard (women's justice provider). It is anticipated that the new Specialist Justice Practitioner will increase our reach to HMP Foston Hall and HMP Drake Hall and that justice related partnership work will be developed further.

There are other local organisations working specifically with women involved in street-based prostitution locally. Embrace provide outreach and support and the Project Lead supported our Warrior group during the year. We met with the leads at Cherished Hearts (part of Mosaic Church) to learn more about their women's service and with the Director of Turnaround West Midlands CIC, to learn more about how they interlink with each other and with Verto Living (supported housing provider). Public Health commission Turnaround to provide the local authority's 'sex worker' support service, so there is some crossover with our service. Front line workers from both our organisations keep in contact to avoid duplication of services. Together, we all contribute the local Sex Workers Assistance Network (SWAN), coordinated by the Sexual Abuse and Assault Strategy Coordinator for Coventry and Warwickshire and to the Regional Sex Worker Forum, coordinated by the Office of the Police and Crime Commissioner.

Kairos WWT actively contributes to other local and regional forums including: Hillfields Network, the local Multi-Agency Risk Assessment Conference, Voluntary Sector Safeguarding Forum, Vulnerable Persons Forum, Rough Sleepers Forum, Homelessness Forum, Multiple Disadvantage Forum, CCC Homelessness Co-creation Forum, Frontline Network, Homeless Link Community of Practice, local Sexual Abuse and Assault Strategy group, and West Midlands Women and Girls in the Justice System Delivery Group.

"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." \*Staff from partner agency

During 2021/22 we were members of the following:

- ACEVO- Association of Chief Executives of Voluntary Organisations
- Agenda Alliance for Women and Girls at Risk
- Beyond the Streets- Life Beyond Sexual Exploitation
- Charity Finance Group
- Clinks- Supporting the Voluntary Sector Working in the Criminal Justice System
- EVAW-End Violence Against Women
- Frontline Network- St. Martin in the Fields
- Homeless Link- Let's End Homelessness Together
- NCVO- National Council for Voluntary Organisations
- Women's Resource Centre- Sisterhood, Solidarity and Activism

We regularly contribute to research and submit to government consultations, ensuring that the voices of service users and our collective specialist expertise is communicated.

Through our partnership with Central England Law Centre Coventry, we will be contributing to research by Warwick University exploring local legal need in Coventry. The project seeks to develop a better understanding of how people from marginalised communities navigate everyday legal issues.

## **KAIROS WOMEN WORKING TOGETHER**

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

#### **OBJECTIVES AND ACTIVITIES**

Young women from our Feeling Safe service have contributed to research by Agenda Alliance- for Women and Girls at Risk, as part of their Girls Speak campaign to ensure girls and young women facing poverty, inequality and violence get the support and protection they want and deserve. The project is developing an evidence base on the needs and experiences of girls facing a combination of problems: violence and abuse, homelessness, poor mental health, addiction and contact with the criminal justice system.

#### **Volunteers**

Kairos WWT are privileged to have a dedicated team of volunteers who assist us with service delivery. Kairos WWT could not deliver its current level of service without the dedication and hard work of its volunteers, for which we are very grateful.

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 for all volunteers to ensure they feel well supported, engaged with the organisation, and valued. There are formal briefing and debriefings at all sessions.

For the period April 2021 to March 2022, we have had a team of 20 volunteers supporting Kairos WWT.

Our volunteer roles include supporting Evening Outreach and Drop-in- setting up drop-in, providing food, making drinks and speaking with women; supporting Blossoms- setting up group, making lunch, leading activities and discussions; supporting Queen Bees- leading activities and awareness raising sessions; supporting WWW drop-in- making drinks and food, speaking to the women and linking them in with the professionals that attend. Volunteers have also supported with providing and sorting donations, as well as fundraising, joining our team of runners at the Coventry Running Festival in October 2021 and events such as our Christmas Party in December 2021. We have been fortunate to recruit a volunteer to assist the CEO with making funding applications. Our volunteers have also been involved in the development of the new strategy through consultation and provided input on their views for the future of Kairos WWT.

In the next 12 months we plan to introduce a new Volunteer Support Worker role, to provide assistance in the day-to-day delivery of our 1-2-1 support work.

#### **FINANCIAL REVIEW**

##### **Financial position**

Kairos WWT is pleased to report that the Charity has sufficient financial resources and secured funding to enable it to meet the planned objectives and retain current level of services during the 2022/2023 financial year

## **KAIROS WOMEN WORKING TOGETHER**

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

#### **FINANCIAL REVIEW**

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

29th May 1961 Charitable Trust  
Alan Edward Higgs Charity  
Arnold Clark Community Fund  
The Brook Trust  
Charles Hayward Foundation  
The Eveson Charitable Trust  
The General Charities of the City of Coventry  
  
The Heathcock Charitable Trust  
The Henry Smith Charity  
The Hilden Charitable Trust  
Hillcote Trust  
Homeless Link - Covid Homelessness Response Fund  
The Sir Jules Thorne Charitable Trust

Lloyds Bank Foundation  
The National Lottery Community Fund  
Newfield Charitable Trust  
The Noel Buxton Trust  
Passionist Grant Fund  
ROSA's Covid-19 Response Fund  
The Screwfix Foundation  
Smallwood Trust (ROSA Thrive) - Coventry  
Women's Partnership  
St-Martin-in-the-Fields Charity  
The Trust House Charitable Foundation  
The Tudor Trust  
  
William A Cadbury Charitable Trust  
Rubber4Roofs

##### **Community Support (Gifts/Services in Kind):**

Aldi  
Baby Godiva  
Carriers of Hope  
Clothing Coventry  
Coventry Comfort Carers  
Coventry Foodbank  
Feeding Coventry  
GoodGym  
Morrisons  
Sista Sista Stronger Together

##### **Thanks Also To:**

All our volunteers, community 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 aims to keep three 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 there be insufficient funding to deliver regular services. The unrestricted reserves at 31 March 2022 totalled £82,607 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 YEAR ENDED 31 MARCH 2022**

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

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

Our Trustees bring a variety of skills and experience including accountancy, corporate and voluntary sector governance, local authority commissioning, and strategic leadership. We are looking to recruit a Trustee with lived experience of the sex industry to ensure that women with lived experience are represented at a strategic level of organisational decision making.

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.

##### **Organisational structure**

The Trustees form a Board which includes the following officers: Chair, Secretary, and Treasurer. It meets every two months, with extraordinary meetings as required. 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 2022, there were six 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 1-2-1s. The CEO and Treasurer have contact on a monthly basis to monitor budgets and the overall financial situation.

Kairos WWT management and staff work alongside the CEO to ensure service is delivered in line with strategic and operational planning and in accordance with organisational policies. Safeguarding review meetings are held weekly, as are staff 'check-ins'. Leadership and Team Meetings take are conducted monthly. Staff line management and case management supervision takes place monthly. Individual clinical supervision is provided monthly for staff by independent external supervisors.

At 31 March 2022 the following staff were in post:

Chief Executive Officer (1 FTE)  
Head of Service Delivery (1 FTE)  
Finance and Administration Officer (0.7 FTE)  
Service Manager Aspire (1FTE)  
Service Manager Feeling Safe (1FTE)  
Specialist Housing Practitioner (1 FTE)  
Support Worker Feeling Safe (0.8 FTE)  
Support Worker Feeling Safe (0.8 FTE)  
Support Worker Aspire (1 FTE)

##### **Decision making**

The Chair of Trustees as of 31 March 2022 was Abbee McLatchie.



## **KAIROS WOMEN WORKING TOGETHER**

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

#### **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:

**Staff Wellbeing:** The fall out of the Covid-19 pandemic and impending 'cost of living crisis' has contributed to an ever-increasing complexity of need, crisis, safeguarding, and risk, which places additional strains on our workforce. This risk was mitigated by ensuring that all staff receive clinical supervision on a monthly basis, the introduction of a staff 'wellbeing hour', the introduction of an employee assistance programme (EAP) with access to additional counselling sessions, a staff day out and individual wellbeing grants.

**Safeguarding:** Kairos WWT staff deal with a high number of safeguarding issues and concerns on a regular basis. There has been an increase in the number of referrals to and attendances at MARAC. To reduce the risks associated with safeguarding, we have reviewed our recording and reporting procedures. We continue with a weekly Safeguarding Review meeting.

**Premises:** We rent space in a local Church where there have been ongoing problems with the heating system, resulting in there being sporadic or no heating during winter months. To mitigate this risk we are investigating alternative short and long term building use and formulating a contingency plan.

#### **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  
(Entrance on Argyll Street)  
Coventry  
CV2 4EB

##### **Trustees**

Ms L Cubbit (resigned 19.7.21)  
Ms K Garvey (resigned 15.11.21)  
Ms F Hale (resigned 20.9.21)  
Ms A McLatchie  
Ms R E Richardson-Raine (resigned 19.7.21)  
Ms E Baria Bailey (appointed 19.7.21)  
Ms B Foster  
Ms S Mathur (appointed 19.7.21)  
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 YEAR ENDED 31 MARCH 2022**

**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 16 December 2022 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 year ended 31 March 2022.

**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

16 December 2022

**KAIROS WOMEN WORKING TOGETHER**

**STATEMENT OF FINANCIAL ACTIVITIES**  
**(INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT)**  
**FOR THE YEAR ENDED 31 MARCH 2022**

				Year Ended 31.3.22 Total funds £	Period 1.7.20 to 31.3.21 Total funds £
	Notes	Unrestricted fund £	Restricted funds £		
<b>INCOME AND ENDOWMENTS FROM</b>					
Grants and donations		12,719	348,803	361,522	319,196
Investment income	3	<u>13</u>	<u>-</u>	<u>13</u>	<u>6</u>
<b>Total</b>		<u>12,732</u>	<u>348,803</u>	<u>361,535</u>	<u>319,202</u>
 <b>EXPENDITURE ON</b>					
Charitable activities		<u>32,023</u>	<u>352,382</u>	<u>384,405</u>	<u>304,104</u>
 <b>NET INCOME/(EXPENDITURE)</b>		<u>(19,291)</u>	<u>(3,579)</u>	<u>(22,870)</u>	<u>15,098</u>
 <b>RECONCILIATION OF FUNDS</b>					
Total funds brought forward		<u>101,898</u>	<u>124,509</u>	<u>226,407</u>	<u>211,309</u>
 <b>TOTAL FUNDS CARRIED FORWARD</b>		<u><u>82,607</u></u>	<u><u>120,930</u></u>	<u><u>203,537</u></u>	<u><u>226,407</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 2022

	Notes	Unrestricted fund £	Restricted funds £	2022 Total funds £	2021 Total funds £
<b>FIXED ASSETS</b>					
Tangible assets	8	-	2,298	2,298	3,891
<b>CURRENT ASSETS</b>					
Debtors	9	1,048	716	1,764	1,756
Cash at bank and in hand		<u>82,192</u>	<u>127,624</u>	<u>209,816</u>	<u>245,457</u>
		83,240	128,340	211,580	247,213
<b>CREDITORS</b>					
Amounts falling due within one year	10	(633)	(9,708)	(10,341)	(24,697)
<b>NET CURRENT ASSETS</b>		<u>82,607</u>	<u>118,632</u>	<u>201,239</u>	<u>222,516</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>		<u>82,607</u>	<u>120,930</u>	<u>203,537</u>	<u>226,407</u>
<b>NET ASSETS</b>		<u>82,607</u>	<u>120,930</u>	<u>203,537</u>	<u>226,407</u>
<b>FUNDS</b>	12				
Unrestricted funds				82,607	101,898
Restricted funds				<u>120,930</u>	<u>124,509</u>
<b>TOTAL FUNDS</b>				<u>203,537</u>	<u>226,407</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2022.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2022 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- 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.

**KAIROS WOMEN WORKING TOGETHER**

**BALANCE SHEET - continued**  
**31 MARCH 2022**

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 16 December 2022 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 YEAR ENDED 31 MARCH 2022**

#### **1. \_GENERAL INFORMATION AND BASIS OF PREPARATION**

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

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.

**KAIROS WOMEN WORKING TOGETHER**

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

**2. ACCOUNTING POLICIES - continued**

**Fund accounting**

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**

	Year Ended 31.3.22 £	Period 1.7.20 to 31.3.21 £
Deposit account interest	<u>13</u>	<u>6</u>

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

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

	Year Ended 31.3.22 £	Period 1.7.20 to 31.3.21 £
Depreciation - owned assets	1,593	890
Independent examination	<u>1,000</u>	<u>780</u>



**KAIROS WOMEN WORKING TOGETHER**

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

**5. TRUSTEES' REMUNERATION AND BENEFITS**

There were no trustees' remuneration or other benefits for the year ended 31 March 2022 nor for the period ended 31 March 2021.

**Trustees' expenses**

During the year total expenses of £0 (2021: £0) were reimbursed to the Trustees.

**6. STAFF COSTS**

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

	Year Ended 31.3.22	Period 1.7.20 to 31.3.21
CEO	1	1
Service Manager	3	3
Support Worker	2	2
Project Worker	2	2
Housing Practitioner	1	1
Office and Finance Manager	<u>1</u>	<u>1</u>
	<u>10</u>	<u>10</u>

Staff costs were as follows:

	2022 £	2021 £
Salaries	258,803	172,852
Social security	19,758	13,363
Pension contributions	<u>5,315</u>	<u>3,348</u>
	<u>283,876</u>	<u>189,563</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	28,360	290,836	319,196
Investment income	<u>6</u>	<u>-</u>	<u>6</u>
<b>Total</b>	<u>28,366</u>	<u>290,836</u>	<u>319,202</u>
 <b>EXPENDITURE ON</b>			
Charitable activities	<u>6,155</u>	<u>297,949</u>	<u>304,104</u>

**KAIROS WOMEN WORKING TOGETHER**

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

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

	Unrestricted fund £	Restricted funds £	Total funds £
<b>NET INCOME/(EXPENDITURE)</b>	22,211	(7,113)	15,098
<b>RECONCILIATION OF FUNDS</b>			
Total funds brought forward	79,687	131,622	211,309
<b>TOTAL FUNDS CARRIED FORWARD</b>	<u>101,898</u>	<u>124,509</u>	<u>226,407</u>

**8. TANGIBLE FIXED ASSETS**

	Fixtures and fittings £
<b>COST</b>	
At 1 April 2021 and 31 March 2022	<u>12,155</u>
<b>DEPRECIATION</b>	
At 1 April 2021	8,264
Charge for year	<u>1,593</u>
At 31 March 2022	<u>9,857</u>
<b>NET BOOK VALUE</b>	
At 31 March 2022	<u>2,298</u>
At 31 March 2021	<u>3,891</u>

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

	2022 £	2021 £
Other debtors	200	-
Prepayments	<u>1,564</u>	<u>1,756</u>
	<u>1,764</u>	<u>1,756</u>

**KAIROS WOMEN WORKING TOGETHER**

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

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

	2022	2021
	£	£
Bank loans and overdrafts (see note 11)	-	200
Social security and other taxes	6,346	6,137
Other creditors	2,179	2,675
Net wages	168	336
Pensions	147	1,013
Accruals and deferred income	<u>1,501</u>	<u>14,336</u>
	<u><u>10,341</u></u>	<u><u>24,697</u></u>

**11. LOANS**

An analysis of the maturity of loans is given below:

	2022	2021
	£	£
Amounts falling due within one year on demand:		
Bank overdrafts	<u>-</u>	<u>200</u>

**KAIROS WOMEN WORKING TOGETHER**

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

**12. MOVEMENT IN FUNDS**

	At 1.4.21 £	Net movement in funds £	At 31.3.22 £
<b>Unrestricted funds</b>			
General fund	101,898	(19,291)	82,607
<b>Restricted funds</b>			
National Lottery	28,366	(7,430)	20,936
Lloyds Bank Foundation	5,527	(5,527)	-
29th May 1961 Charitable Trust	897	(897)	-
William A Cadbury Charitable Trust	-	8,955	8,955
Smallwood Trust	11,640	(331)	11,309
Newfield Trust	-	4,127	4,127
St Martin in the Fields	-	567	567
Tudor Trust	16,929	(14,499)	2,430
Trusthouse	11,490	6,544	18,034
Passionist Grant	6,000	(6,000)	-
Noel Buxton Trust	-	3,000	3,000
Eveson Trust	584	(234)	350
Henry Smith	14,422	1,790	16,212
Homeless Link	17,861	(17,861)	-
Severn Trent - COVID	1,152	(587)	565
Homeless Link - COVID	916	(407)	509
West Midlands Police Commissioner	(5,000)	5,000	-
The Brook Trust	15,000	(15,000)	-
Mogan & Mogan	400	(400)	-
Service User Grants	(838)	959	121
Vanny Campers	120	(120)	-
Hilden Charitable Fund	(957)	957	-
ROSA Thrive Smallwood	-	30,060	30,060
Charles Hayward Foundation	-	2,755	2,755
Screwfix Foundation	-	1,000	1,000
	<u>124,509</u>	<u>(3,579)</u>	<u>120,930</u>
<b>TOTAL FUNDS</b>	<u>226,407</u>	<u>(22,870)</u>	<u>203,537</u>

**KAIROS WOMEN WORKING TOGETHER**

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

**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	12,732	(32,023)	(19,291)
<b>Restricted funds</b>			
National Lottery	97,492	(104,922)	(7,430)
Lloyds Bank Foundation	-	(5,527)	(5,527)
29th May 1961 Charitable Trust	5,000	(5,897)	(897)
William A Cadbury Charitable Trust	10,000	(1,045)	8,955
Smallwood Trust	39,011	(39,342)	(331)
Newfield Trust	4,700	(573)	4,127
Coventry General Charity	7,000	(7,000)	-
St Martin in the Fields	567	-	567
Tudor Trust	25,000	(39,499)	(14,499)
Trusthouse	20,000	(13,456)	6,544
Passionist Grant	-	(6,000)	(6,000)
Noel Buxton Trust	3,000	-	3,000
Eveson Trust	7,500	(7,734)	(234)
Henry Smith	40,000	(38,210)	1,790
Homeless Link	-	(17,861)	(17,861)
Severn Trent - COVID	-	(587)	(587)
Homeless Link - COVID	-	(407)	(407)
Hilcote Trust	5,000	(5,000)	-
West Midlands Police Commissioner	5,000	-	5,000
The Brook Trust	-	(15,000)	(15,000)
Mogan & Mogan	-	(400)	(400)
Service User Grants	6,269	(5,310)	959
Vanny Campers	-	(120)	(120)
Hilden Charitable Fund	5,000	(4,043)	957
ROSA Thrive Smallwood	50,000	(19,940)	30,060
ROSA Covid	3,264	(3,264)	-
Charles Hayward Foundation	7,000	(4,245)	2,755
Screwfix Foundation	1,000	-	1,000
Alan Edward Higgs	7,000	(7,000)	-
	<u>348,803</u>	<u>(352,382)</u>	<u>(3,579)</u>
<b>TOTAL FUNDS</b>	<u>361,535</u>	<u>(384,405)</u>	<u>(22,870)</u>

**KAIROS WOMEN WORKING TOGETHER**

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

**12. MOVEMENT IN FUNDS - continued**

**Comparatives for 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)
	<u>131,622</u>	<u>(7,113)</u>	<u>124,509</u>
<b>TOTAL FUNDS</b>	<u>211,309</u>	<u>15,098</u>	<u>226,407</u>

**KAIROS WOMEN WORKING TOGETHER**

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

**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	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)
	<u>290,836</u>	<u>(297,949)</u>	<u>(7,113)</u>
<b>TOTAL FUNDS</b>	<u>319,202</u>	<u>(304,104)</u>	<u>15,098</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  
Amazon

Feeling Safe Project  
A Home of Her Own project

## **KAIROS WOMEN WORKING TOGETHER**

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

#### **12. MOVEMENT IN FUNDS - continued**

The Brook Trust	Outreach and Drop-In
Coventry Church (Municipal) Charities	Outreach and Drop-In
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
	Criminal Justice and Prison In-Reach and 1-2-1
	Support
Lloyds Bank Foundation	Support to Outreach and Drop In
Mogan & Mogan	Feeling Safe Project
The National Lottery Community Fund	Support Services during Coronavirus
The National Lottery Community Fund	Criminal Justice and Prison In-reach
The Noel Buxton Trust	Outreach and Drop-In
The Rhiannon Trust	Core Costs
ROSA's COVID-19 Response Fund	Coventry Women's Partnership project
The Smallwood Trust	Management Salaries
The Tudor Trust	For Kairos Staff Wellbeing
The Tudor Trust Staff Wellbeing Grant	Support for Core Costs
The Trusthouse Charitable Foundation	Support Services during Coronavirus
Vanny Campers	
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 year ended 31 March 2022.

#### **14. ULTIMATE CONTROLLING PARTY**

There is no controlling party.



**KAIROS WOMEN WORKING TOGETHER**

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

	Year Ended 31.3.22 £	Period 1.7.20 to 31.3.21 £
<b>INCOME AND ENDOWMENTS</b>		
<b>Grants and donations</b>		
Grants	361,522	319,196
<b>Investment income</b>		
Deposit account interest	<u>13</u>	<u>6</u>
<b>Total Incoming resources</b>	361,535	319,202
<b>EXPENDITURE</b>		
<b>Support costs</b>		
Staff salaries and NI	283,876	189,563
Insurance	2,817	46
Telephone and internet	4,480	2,476
Postage and stationery	1,794	1,194
Printing	500	277
Travel and subsistence	3,873	2,997
Sessional costs	24,894	52,893
Recruitment	1,290	699
Training	8,758	4,498
IT maintenance	3,366	2,143
External supervision	3,899	1,875
Rent and room hire	13,157	11,099
Professional fees	4,271	18,771
Governance	1,180	780
Fundraising	7,576	-
Evaluation	13,585	12,513
Admin Costs	3,495	1,390
Depreciation	<u>1,594</u>	<u>890</u>
	<u>384,405</u>	<u>304,104</u>
Total resources expended	<u>384,405</u>	<u>304,104</u>
<b>Net (expenditure)/income</b>	<u>(22,870)</u>	<u>15,098</u>