

Company number: 2835637

Charity Number: 1048788

Women's Health Matters

Report and financial statements
For the year ended 31 March 2020

Women's Health Matters
Reference and administrative information
for the year ended 31 March 2020

Company number 2835637

Charity number 1048788

Registered office and operational address 44a-48 The Refinery, Sugar Mill Business Park, Oakhurst Avenue, Leeds, LS11 7DF

Trustees Trustees, who are also directors under company law, who served during the year and up to the date of this report were as follows:

Alison Cater

Amie Tolson

Hannah Jones

Emma Dickens

Tracey Glanville

Kate Lawrance appointed 23/05/2019

Naffie Wadda resigned 24/10/2019

Key management personnel	Rachel Kelly	Chief Executive	appointed 09/09/2019
	Lucy Fishwick	Projects Manager	
	Bridget Walker	Finance & Office Manager	appointed 05/09/2019
	Ruth Mulryne	Director	resigned 19/09/2019
	Fiona Kellett	Finance Manager	resigned 19/09/2019

Bankers Unity Trust Bank plc
4 Brindley Place, Birmingham, B1 2HB

Independent examiner Catherine Hall FCCA, Slade & Cooper Limited
Greenfish Resource Centre, 46-50 Oldham St, Manchester, M4 1LE

Women's Health Matters
Trustees' annual report
for the year ended 31 March 2020

The Trustees present their report and the unaudited financial statements for the year ended 31 March 2020.

Reference and administrative information set out on page 1 forms part of this report. The financial statements comply with current statutory requirements, the memorandum and articles of association and the Statement of Recommended Practice - Accounting and Reporting by Charities: SORP applicable to charities preparing their accounts in accordance with FRS 102.

Objectives and activities

Objects (as set out in the company's memorandum of association)

To preserve and protect the good health, both physical and mental, of women in Leeds and the surrounding area and, in particular, to educate such women about health-related matters.

Aims

To work with women across Leeds so that they can take control of their lives and their health.

Objectives

Our objects define the services we provide for women and girls (13 plus) resident in Leeds and the surrounding areas. Leeds is a large city with a population of 437,946 women and girls (White A, Erskine S and Seims A, The State of Women's Health in Leeds, Leeds City Council 2019). Women's Health Matters (WHM) reduces health inequalities experienced by women from disadvantaged communities across Leeds. We work with women who have unequal access to health and support services due to poverty, ethnicity, disability, sexual orientation or traumatic personal experience.

From our 2019/20 survey of women and girls we intensively support, over half live in the top 3% most deprived wards in England and almost all live in the 20% most deprived wards. The women we work with face significant health inequalities. The State of Women's Health in Leeds report noted 23% of women (98,556) live in the most deprived areas of Leeds, with only 8% in the wealthiest. In addition that deprivation has a major impact on the health of the population with the mortality rate in women in the more deprived areas of Leeds 40% higher than that in the wealthiest areas. According to the West Yorkshire Police Performance Unit, there were 20,434 domestic incidents in Leeds during 2017/2018, of which 77% of victims were female.

We specialise in group work, peer support, and providing one to one support. We work intensively with women who are most at risk, including those experiencing domestic violence, sexual and emotional abuse; those with children in care or at risk of being removed; young mums; women seeking asylum; women with learning disabilities; and women with complex needs or mental health and wellbeing needs. We take a woman-centred holistic approach, creating a safe, nurturing environment to help women recover their confidence, explore their own needs and regain control over their lives. Where capacity allows, we undertake outreach work that enables us to broaden our reach to a wide range of women who have often found it more difficult to work with statutory services.

Vision and Values

Our vision and values reflect our ambitions and what is important in the way we work.

Vision: Our vision is for a just, safe and kind society where women are inspired, and helped, to reach their unique positive potential: where good health, and positive relationships, are valued and nurtured.

Values:

- Be passionate for building powerful, positive relationships that develop resilience
- Consistently provide effective support and information

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- Provide safe, and confidential, spaces in one to one and group work
- Be advocates for building capacity within communities, and for community action
- Develop and promote the value of volunteering
- Always have the right conversation at the right time
- Influence change for women in Leeds ensuring their voices are heard
- Maintain an approach that is non-stigmatising, non-judgemental, collaborative and empowering

Our funding limits the number of women we can help. For some services we hold waiting lists when necessary. We ensure that women have information about other services available in the city and are referred appropriately when additional support is required or is not within our remit.

Our aim is to make our services accessible. All are provided free of charge. We work in ways that help overcome barriers to participation, for example specific services working with women with learning disabilities, women seeking asylum with interpretation support and young women. We build in costs (where funding permits) for crèche, interpreters and travel into our services and use safe and accessible venues from which to run services and events.

We undertake equal opportunities monitoring to try to ensure women from multiple backgrounds are accessing our services. Women's Health Matters (WHM) has an Equal Opportunities Policy that supports recruitment, monitoring, induction, training and all the services we deliver. We recognise that there are disadvantaged groups in our society and affirm that the charity has a responsibility for combating the causes of these disadvantages. We strive to ensure that all women have full access to employment, voluntary work, services provided and Board of Trustees membership. It is fundamental that no one is treated less favourably by WHM on the grounds of race, colour, nationality, religion, disability, age, marital status, class, sexual orientation or responsibility for dependants.

We ensure that staff members are experienced, trained and supervised to carry out the work of the charity and we strive not to embark on areas of work that will cause detriment or harm. Volunteers support some services to achieve their aims and objectives. They receive induction and ongoing support as well as out of pocket expenses.

The Trustees review the aims, objectives and activities of the charity each year. They support staff to identify new areas of work, influence policy externally and increase understanding and knowledge of the services of the organisation, sustain funding of our activities, assess impact of our work and maintain good quality management.

This report looks at what the charity has achieved and the outcomes of its work in the reporting period. The Trustees report the success of key activities and the benefits the charity has brought to those groups of people that it is set up to help. The review also helps the Trustees ensure the charity's aims, objectives and activities remained focused on its stated purposes. The Trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and in planning its future activities. In particular, the Trustees consider how planned activities will contribute to the aims and objectives that have been set.

Achievements and performance

The charity's main activities and who it tries to help are described below. All its charitable activities focus on women and girls (13 plus) in disadvantaged areas of the city and with groups of women and girls who experience additional disadvantage. Activities are undertaken to further Women's Health Matters charitable purposes for the public benefit.

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In 2019/20, we worked directly with 2010 women and girls, aged 13 and over, across 14 services. 752 women and girls accessed intensive group and 1 to 1 support and 1258 were reached through lighter touch outreach contact. We increased the number of professionally facilitated support groups we run during term time to 557 group sessions over the year in total. Our Best Start Peer Support Programme, Feel Good and Inside Out courses and our schools based programme ran blocks of group work and course dates. The COVID-19 pandemic impacted the delivery model of our work towards the end of this financial year and paused the outcome of some pending funding applications.

Further information and examples of key activities are included below.

Domestic violence and abuse work

In 2019/20, we successfully maintained in the delivery of five professionally facilitated DV and Abuse support groups; three groups per week as part of the city wide Leeds Domestic Violence Service and two through Breathing Space (funded by the DCMS through the Tampon Tax fund). In a survey across the five groups, 96% of women reported they now understand what abuse is and are better able to respond to abusive relationships. 88% report the support they had received helped them to leave an abusive relationship.

Leeds Domestic Violence Service is the successful delivery partnership with Leeds Women's Aid and Behind Closed Doors working with women, men and families in Leeds, offering emergency accommodation, support, advice and advocacy. WHM delivers the three women-only weekly support groups in South, East and West Leeds, providing a safe space for women to meet others who have been through or are going through similar experiences. Women were encouraged to attend a rolling programme of 14 sessions and access peer support. We supported 135 women through this work. As COVID-19 lockdown occurred, this work was changed to one-to-one telephone, text and email support, and distribution of wellbeing packs, ensuring that no women was left without any support. A participant said:

"When I first attended group, I was still in a very confused, vulnerable state with no understanding of the words 'confidence' and 'self-care', I was still a rabbit caught in the headlights. Often, difficult times and emotions were experienced at group and I would not be telling a lie if I sometimes thought about not attending. As the sessions passed, I began to feel a sense of belonging, I actually belonged to something, WOW! what a feeling that was, so I kept going and going, this was to become my safe place, my safe people... I have seen the most frightened of souls flourish into confident women, I look at myself and see myself in some of these women. Group has taught me so much and how to protect my own vulnerability, had I not walked through the door that very first time I know I would still be locked in an abusive relationship suffering severe mental health issues. There will come a day when I leave group, there will be another me desperately needing that place... one that I hope will be seen for the tirelessly safe supportive service it is. I am honoured to be part of such a fantastic group which I will keep in my heart forever."

Breathing Space continued to deliver its stabilisation support for women who have experienced DV and trauma. The funding for this project ended on 31 March 2020. All participants had Social Work involvement due to domestic abuse or required access to counselling. An initial six-week 'closed' stabilisation group was offered, with the opportunity to move on to a longer-term open group. Groups have been provided consistently throughout the life of the project. In total, 185 group sessions have been delivered; 89 open group and 96 closed group sessions. During the project we offered some level of support to 162 women with 134 women attending group sessions during the life of the project. In 2019/20, we delivered 40 group sessions with 87 women attending.

Leeds Beckett University, Centre for Health Promotion, evaluated the service and presented their final evaluation report in April 2020, drawing upon qualitative and quantitative data collected throughout the project. Findings include:

- Service users reported positive experiences of attending Breathing Space. Women felt safe

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attending, had been able to build trust with the workers and valued the supportive peer environment.

- Women reported a range of learning from participating within the groups, in relation to knowledge of healthy relationships, self-management techniques such as breathing exercises and strategies to cope with their emotions.
- Women also reported a range of positive outcomes such as increased confidence, improved mental health and being better able to cope.
- Women interviewed noted the level of support that they were being given by the Breathing Space workers, comparing this favourably to previous experiences. They were also referred into other services where appropriate and viewed this positively. The provision of on-going support was noted as being valuable.
- Peer support was reported as important by the women interviewed, in that it enables women to share their experiences, and support each other by providing and receiving advice. This helped decision making for the women in relation to themselves, and their children.
- Stakeholders recognised the value of Breathing Space's holistic approach to supporting women, which focuses upon all their needs. They also described the need for Breathing Space, noting gaps in wider service provision and a lack of flexibility to meet the needs of women experiencing domestic violence, especially given the trauma.
- Support from Breathing Space has enabled 97% of participants to improve their mental wellbeing, 95% to feel safer and 92% felt that they could not have received the same help elsewhere
- 86% of the women were mothers, 21% had been in care and 32% had their own children removed into care
- A co-produced event and film were well received by professionals from a range of agencies across Leeds, including professionals from CSWS and the Leeds City Council Safeguarding and Domestic Violence Team. The event and film offered women the opportunity to gain confidence and enabled workers to reflect upon their own views and judgements because these can exacerbate shame for service users, and limit disclosure. Working in partnership was recognised as important but so too was internal support, learning and challenge. Trauma-informed support is important as much for workers, as it is for service users.

As the March 2020 COVID-19 lockdown occurred, WHM took the decision that the women registered with this programme would continue to receive individual support from WHM staff, even though this funding had ended. This staff time was initially paid for from reserves and later replaced with COVID-19 emergency funding received from a number of funders and grouped under the project name 'Snowdrops'.

The Key, primarily funded by the National Lottery Community Fund, officially ended at the end of March 2020. There was a short extension for some of this work through Local Authority funding for one month. The Key worked with disadvantaged girls and young women at high risk of abuse aged between 13 and 25 within the Leeds area. 298 young women participated during this 3-year delivery period. A survey found 56% of these young women self-harmed and 37% been sexually assaulted or raped as a child. 70% reported they currently or in the past had experienced mental health problems. There were three strands to the project; group work, individual support and our offer to schools, colleges and other youth settings. In 2019/20, the Key ran 113 sessions reaching 123 young women and girls experiencing/at risk of domestic abuse or unhealthy relationships. As a result of our support, 92% of girls within the schools' work had increased knowledge of abusive relationships; 86% had increased skills to keep themselves safe from abuse.

During the final year, The Key was shortlisted for three Children & Young People Now Awards – The Early Intervention Award, The PSHE Education Award, and The Safeguarding Award. Leeds Beckett University continued to provide the independent evaluation for this project. The final evaluation report was produced in March 2020 and the key findings included:

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- Early intervention and education support from The Key is estimated to have saved **£11,952** over a one year period, by mitigating against the outcomes associated with experiences of domestic abuse for **one young woman**.
- Service users reported positive outcomes such as increased self-esteem, better ability to recognise abuse, increased understanding of healthy relationships, improved mental health, reduced social isolation and the development of a positive orientation to the future.
- Women were in general very positive about their experiences with The Key displaying promising attitudes to attendance and discussing a lack of alternative provision able to provide them with the same level of support. Women also discussed issues beyond the group that affected their experiences such as the stigma associated with domestic violence, negative perceptions of statutory services, as well as the need for more general education about domestic violence.
- Young women who accessed The Key reported a range of learning resulting from their involvement. For example, having greater awareness of healthy relationships, improved ability to recognise abuse and increased emotional resilience.
- Women shared their experiences of abuse as well as broader vulnerabilities in terms of self-harm, depression, and family breakdown, showing complex needs requiring long-term support. The need for longer term support was evident in that women were often reluctant to exit The Key.
- Stakeholders felt that the group addressed a gap in provision when compared to existing services in the same area, and that referrals were working well.
- Stakeholders identified the positive outcomes that they had seen as a result of young women attending The Key. They noted improved behaviour and better ability to manage emotions. They also reported that young women learned about the signs of abuse and developed improved understandings of healthy relationships. Increased confidence was also a clear outcome for many young women. Some stakeholders also saw significant changes in young women's circumstances in that they had been enabled to leave abusive relationships and keep custody of their children.

Participants said:

"It has helped me a lot, like I think if I weren't coming here, I'd have probably got back with my ex-boyfriend. But like they helped me a lot like how to deal with it and stuff and if things aren't right that happen... I've still got my child. It'd be totally different if I'd got back with him."

"Because I've come to The Key...I would have the confidence now to leave a relationship if it wasn't healthy for me, no matter how it affects the other person. You have to put yourself first"

"I left my volatile relationship with the support from Women's Health Matters. I am currently in a new settled relationship, had another child and currently pregnant again, I went back to college and got my GCSEs, a diploma in social sciences and have just started university to study for my Social Work degree. Without the support from Women's Health Matters I'm not sure which path my life would have taken me because I know before being involved with them, I was not in control of my life."

As the March 2020 COVID-19 lockdown occurred, as with Breathing Space, WHM took the decision that the women and girls registered with this programme would continue to receive individual support from WHM staff, even though this funding had ended. This staff time was initially paid for from reserves and later replaced with COVID-19 emergency funding received from a number of funders and grouped under the project name 'Snowdrops'.

Pregnancy, parenting and support for women whose children are being cared for by someone else

Leeds Maternity Voices Partnerships (MVP) continued to be chaired by WHM. MVP is a citywide forum that brings health professionals, funders for maternity services and third sector organisations together with those who have used maternity services in Leeds, to help improve services for other people. Through additional outreach work and our inclusive approach, we can engage a wide range of

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people to become involved. There are currently 33 volunteer parent representatives registered who work alongside midwives, birth workers, clinicians, consultants and the clinical commissioning group to co-design and help shape maternity services in Leeds. The formal Maternity Voices Partnership meetings have 21 people in attendance on average; 7 parent reps and 14 professionals from different services within the maternity and children's and families sectors. A monthly 'Walking the Patch' takes place at both maternity and delivery sites in Leeds and engaged 130 parents. MVP volunteers meet families and speak with staff in antenatal clinics, post-natal, antenatal wards and delivery suites. It captures a snapshot each time around the experience of the mother and partner and feeds back any concerns and positive comments to the team leaders directly. This has been a useful tool for midwives to make relevant improvements, families to feel heard and staff to feel valued and respected.

It was a very busy year for the MVP and work has included input into perinatal mental health, maternity services, patient information leaflets, online maternity notes and the maternity and neonatal consultation. Several events in particular showed the profile that has been built and enabled some of the activity and learning to be shared on a regional and national basis, this included the WHM chair being invited to represent the local Maternity System (LMS) of West Yorkshire and Harrogate in the NHS EXPO in September 2019. The MVP has its own website and social media accounts. These are widely used and have high user engagement, for example, since the UK officially went into COVID-19 lockdown, there has been a 61% increase in membership numbers of the Facebook page, with many concerns being raised around changes to antenatal appointments, attendance of birthing partners and other issues connected to the pandemic.

Best Start Peer Support service was delivered with Touchstone (lead provider) and NHS Leeds Community Healthcare. The programme came to an end in December 2019 and was funded for an additional three months until the end of March 2020 through alternative funding from the Violence Reduction Unit and Leeds City Council. The service supported pregnant women, mothers, fathers and other primary carers of 0-2 year olds and was delivered to support the aims of Leeds' Best Start Plan. The focus was to support people living in the most deprived neighbourhoods in South and East Leeds and the partnership employed an outreach approach to engage people who (for a very wide variety of reasons) would not usually access or benefit from mainstream services such as NHS, parenting courses/support or Children's Centres. This year, 91 participants accessed the 6-week programme of support with an on-site crèche and 31 group sessions were delivered. Over 50 women and their children attended the end of project party. Participants who completed an entry and exit self-evaluation form confirmed their general wellbeing had improved. Participants also rated how well they thought the course measured up to their own hopes and expectations. There was a consistent rating of 70% plus feeding back positively on issues such as developing coping techniques for the hard times, learning things to give me a better future, building my self-esteem and looking after myself more, improving confidence talking to others and meeting new people and building social networks. At the end of the course there were opportunities to train to become a Best Start Peer Supporter, receiving further training and support to help other parents and carers in their community. There were also paid Best Start Peer Support Worker roles and many of the beneficiaries have gone on to gain employment.

YUMs, a south Leeds group for young mums continues to be funded by Leeds City Council. It is a friendly and informal group, which enables young women to come together fortnightly and develop important support networks within a range of health and parenting related sessions. Women feel a real sense of ownership of the group, genuine supportive relationships have been built and the local feel means it's easier to build relationships. The crèche provision means mums can have time out and it supports children getting ready for nursery/school or parents going to work or college. Women report that the group is a group for them as women not 'just mums', that it feels different from other mum and toddler groups. Most of the young women have been and have felt isolated or they have had mental health difficulties and no support. YUMs helps decrease social isolation building the young women's resources of support and friendships. 23 sessions were run in person, moving to the offer of a virtual meet ups and one-to-one telephone support as lockdown occurred. 16 women and their children engaged with the group, with core members becoming volunteers once they turned 26 years old.

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One example of a young mum who joined YUMS during this year is R. R had a son who was 4 weeks old at the time of becoming a member and lived with her partner, father of her son. She joined as she was feeling lonely and unsupported, needing a place to socialise and meet others who have been or are in a similar situation after having a child at a young age. R was very anxious about attending and was extremely shy. By the end of the first session she felt more relaxed and felt welcomed by the rest of the group. R has since been active and engaged in the group. She has felt safe and built trust with the group that she was able to disclose some difficult personal matters, which have resulted in her feeling held, empowered and supported. Due to the level of support received, R has been able to leave her partner, be more assertive in matters related to her housing situation, sought help for her health, been referred into another WHM programme and is now looking at joining other groups to help increase her social life.

Rosebuds was recommissioned in 2020 following a successful year. A city wide social and peer support group for women living apart from their children, the group helps women overcome loneliness and isolation as well as increasing confidence and self-esteem. The women learn new coping techniques, share skills, stories and experiences and think about healthy relationships and friendships in an informal, friendly setting. The project is funded by The Leeds Fund, Leeds Community Foundation, as part of strategic work across the city to help overcome loneliness and promote inclusion. During this year 41 group sessions were held engaging 31 women. Participants commented, *"I feel so welcome here, it's nice that everyone knows how I feel"*, *"We're like one great big family"*, *"This is the only time I get to talk about this, I come to get it off my chest, I can't get that anywhere else"*.

A key target for WHM in this year was to secure funding to provide intensive group and one to one support, where capacity allows, to women whose children are being cared for by someone else; this can be through adoption, foster care or any other kind of kinship or special guardianship order. Persistence was key to re-securing funding for our post removals group work and it was challenging for staff to be unable to provide specialist support for women in this situation.

Inside Out is a programme of three years funding from the Charles Hayward Foundation to enable development of the work piloted through our previous Footsteps project. Launched in Spring 2019, the group focusses on improving women's wellbeing and strengthening their understanding of safe, consistent and appropriate parenting. It aims to break the cycle of children removed into the care of someone else, as well as developing a better understanding of how women's own past experiences may have impacted on their parenting. The work is aimed at women who have experienced (or are still experiencing) domestic violence or exploitation, have already have one child removed into care and are at high risk of future children being placed for adoption. 34 sessions were held with a total of 23 women attending. All the women who attended had children removed from their care. The first cohort of women had 31 children removed from their care. In the second, 24; a total of 55 children across the two courses. One woman had eight children removed from her care by the time she was 28, and another had lost five children into care by the time she was 24. All the women who attended had experienced significant loss. 21 of the women had suffered Domestic Violence and 13 were care leavers themselves.

As lockdown commenced, the face to face groups for Rosebuds and Inside Out stopped and were replaced with one to one support, online meet ups and as lockdown started to ease, with outdoor meet ups.

Specialist support for women seeking asylum and women with learning disabilities

Rainbow Hearts, the only Leeds regular gender-specific peer support group for women seeking asylum, continued to generate large numbers of participants per week. 69 women (from over 25 countries) were supported in 2019/20 and the team ran 38 support sessions. The group is consistently over-subscribed with traumatic experiences of rape, fleeing their home country, being trafficked or forced into marriage being a common experience of many participants. Women of all ages come together to give and receive emotional support from other women who have had similar

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experiences. Health and social-support information sessions are offered around topics that are useful for the women such as self-care, wellbeing and healthy eating, plus creative sessions such as therapeutic art activities and English language support. We developed a pathway for volunteers to support the Health and Wellbeing information stall is hosted weekly at Leeds Kirkgate Market. The group continued to run as two subgroups; each meeting every fortnight on alternate weeks. This continued to be popular with most of the members as the smaller groups were calmer and women felt more able to contribute to discussions and partake in activities. Each week the women received food (fruit, bread, cheese, peanut butter, jam, biscuits) and refreshments and bus fares so that they were able to attend the group. This also allowed them to access other services later in the day, which they otherwise may not have been able to do. A play area and toys are supplied so that women can bring their young children with them to the group. This allows children to build new friendships and gain additional social skills, too. An asylum process case worker/advisor is also available to support women with their individual claims. This is supplied by PAFRAS, and the advisor is also the key worker for most of our destitute women.

We continue to develop strong links with specialist refugee and asylum-seeking charities in Leeds, and other partners, whose staff deliver sessions and support within Rainbow Hearts. Leeds City Council Public Health support this work above through a 3 year grant.

As lockdown commenced, the face to face groups for Rainbow Hearts stopped and were replaced with one to one telephone support. In addition, funding for groups and transport was repurposed for mobile phone and data top ups and food, with a great deal of work being carried out with partner asylum seeker and refugee organisations in the city to provide a joined-up response and support. We secured tablets for some women and funding for an additional Women's Health Matters worker to support this group.

Sunflowers, in addition, we have a Wellbeing Case Worker through a Lloyds Bank Foundation 3-year grant. This role provides specialist 1 to 1 support alongside the Rainbow Hearts group work and supported 19 women with experiences of complex trauma through 109 one to one sessions over the year; providing tailored plans to address issues of wellbeing, safety, isolation and relationships.

This year has seen many positives as the project now supports more women and we have continued to build trust with the women we support. We implemented an updated monitoring form to enable us to fully capture the work we are doing. We created a Wellbeing Questionnaire to be completed by each woman at the start of one to one appointments to assess their wellbeing. With this form we have been able to monitor patterns to help build structured support plans for women as well as making sure we capture data needed for monitoring the outcomes. The Wellbeing Case Worker took on some additional hours as group worker for Rainbow Hearts, and this has enabled her to build up strong relationships with the women in group and has resulted in more women coming forward to request additional support. We introduced a Wellbeing Group during this year for a small number of women who already accessed one to one support who were struggling with feelings of loneliness and isolation. The group is co-produced alongside the women, they have ownership and help make decisions in order to make it work for them. The group meets once a month and an important part of each session is sharing food together. The sessions include activities around mindfulness, relaxation, art and crafts and visits out into Leeds. We have worked with women on improving access to health and fitness services and highlighting the positive impact this can have on their mental wellbeing. We have supported women in getting Leeds Cards which enable them to access reduced-cost swimming and gym sessions and made use of local amenities such as Roundhay Park and Meanwood Urban Farm.

Feel Good is a group programme for women with learning disabilities tailored to the needs of the women, with sessions covering issues such as; taking care of your body, having good relationships, keeping safe, being confident and making new friends, comfort zones and managed risk taking, Public and Private (places and activities), how to say "no" politely and with confidence, Breast Health and Cervical Screening, Period management, Stages of an intimate relationship, Contraception choices,

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Sexting and Staying Safe Online (delivered by Connect in the North), Tips on Dating and the Luv2MeetU service (delivered by Luv2MeetU), Art for mental wellbeing (delivered by the Let's Talk service at People in Action), The Safe Places programme (by Safe Places).

We continued the development of the Feel Good service partnering with People in Action, who hosted and recruited for the group, and worked with 35 women over the year, delivering 34 sessions and average attendance was 5.5 women per session. We started running Feel Good as an ongoing group as some women had difficulties with their support or with anxiety about starting a new course and so didn't manage to attend the first two sessions. Previously, this would mean them waiting to start the next course, often coming up against the same barriers again. Delivering Feel Good as a group did make it more accessible to some women. It also enabled women to revisit the topics to aid their learning, something that is particularly useful for women with learning disabilities. We introduced a new Follow-on group, also hosted by People in Action, for women who had completed the course content. This was to manage anticipated numbers in the Feel Good group, to give a space for reflection and an opportunity to support women to move onto other groups held by People in Action.

Feel Good also provides workshops for those who support women with learning disabilities. It has been challenging however to get carers/support workers/parents signed up to the courses and workshops. It became apparent there was a reluctance among some people supporting the women to engage in conversations around intimate relationships. Many believed that the women they care for are not engaging or interested in engaging in sexual activities. Statistics tell us that this isn't true. Also, women with a learning disability are four times as likely to be sexually abused. Most women with learning disability do not get any sex education at school and so most of their information around sex and relationships is gleaned from the media.

As lockdown commenced, the support was moved to one-to-one telephone calls and the set-up of a Feel Good what's app group.

Support for women with complex needs, mental health and wellbeing needs

Your Space We continued our commitment and passion for working in partnership. We were awarded in a competitive tender process, the funding from Leeds City Council for a completely new service – Wellbeing Space and Support Service (Your Space) with lead partner Touchstone and Holbeck Together. The service started in April 2019 and targets four deprived postcodes in South and East Leeds, in order to promote and develop opportunities to access mental health support and services. Young women are one of the key target groups, hence the value of our expertise. Our Your Space worker delivered 45 group sessions with 457 people supported (80 intensively and 377 more light touch) over 2019/20.

Women's Lives Leeds Complex Needs Workers, we increased our number of Complex Needs workers from 1 to 2 during the year. The successful Women's Lives Leeds consortium of 11 organisations delivers a range of services for vulnerable women and girls in Leeds (funded by The National Lottery Community Fund). Our Complex Needs Workers specialise in work with women who are pregnant / women whose children are at risk of or have been removed. We supported 10 women over the year across 200 one to one sessions.

Snowdrops, the name given to our specific one-to-one support during Covid-19 lockdown and beyond. This work enables staff hours to be used to deliver support to women who were previously accessing Women's Health Matters services as Covid-19 lockdown struck. This work is funded through emergency funds obtained from the Ministry of Justice and the National Lottery and is used to support women and girls where the previous funding had finished or the current funding was for predominantly group work rather than one-to-one work, which inevitably requires more staff time and resources.

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Further information about any of our projects can be sought by requesting the quarterly or annual reports for each specific programme.

Voice and Partnerships

Annual celebration event A week before the Covid-19 lockdown, we brought almost a hundred women and girls together to enjoy and share a celebration of their stories and our work. The women and girls who attend all our projects attended along with funders and other professionals that we work alongside from across the city. It's always an emotional, inspirational and fun event, and this year was no different. We heard from women and girls from across our projects about their stories and what coming to their group has meant to them. There are always some tears around the room during this part of our celebration, but a lot of uplifting messages too, and it often means a lot to the women and girls to have their voices heard.

"Coming to these groups helped me come to terms with what had happened in my past wasn't my fault. Being around women who were like me helped build my confidence and self-esteem."

"My mental health has improved a lot...I feel a lot safer and a lot less lonely. I don't make friends at my group; I make family and it just keeps growing."

"Today I stand alone this strong because I am no longer a victim, but a survivor. I survived what I went through to live & protect my children, that along takes strength & courage like no other. I'm at the stage in my journey where I realise I will never fully recover from what I went through, because sustained trauma affects every aspect of a person's life, whether it be living with the aftermath with Social Care, or battling through depression & suicidal thoughts. But I can and I will heal because of the determination I have in me to show my children it's never ok to be alone and fighting silent battles."

"Group has made my confidence grow and improved my mental health. I have overcome most of my fears and I can now see a change in myself, so thank you for helping me be a better person & believe in myself when no-one else did."

"I came into this project feeling desperate for somebody to speak to & listen to me, not just judge me for being a 'stropky teenager'. (Workers) made me the woman I am today, and I am grateful for that, so thank you."

Women's Lives Leeds is a unique alliance of eleven women and girls' organisations from across Leeds. We are proud to be a member of this consortium and between us we have specialisms in domestic violence, mental health, sexual health, sex work, trafficking, child sexual exploitation and education. Our Chief Executive regularly chairs Women's Lives Leeds meetings and events and is an active member of the group contributing to funding bids, forum meetings and steering groups. One new funding stream received from Comic Relief is funding to make Leeds a **Women Friendly Leeds** under the United Nations Women Friendly City Initiative. Women's Lives Leeds and the Leeds Women's and Girls' Hubs are working towards a city that is better for women, better for everyone.

In addition, we continue to maintain a strong partnership with Leeds Women's Aid and Behind Closed Doors to deliver the Leeds City Council commissioned Domestic Violence and Abuse Service – **LDVS** - and are partners with Touchstone and Holbeck together to deliver **Your Space**, and in 2019/20 with Touchstone to deliver the **Best Start Peer Support Service**.

Our strong relationships within the sector remain and numbers have grown. We are active participants in several Leeds based knowledge sharing networks, covering issues such as DV and abuse, safeguarding, migration, young lives in Leeds and pregnancy and parenting.

Women's Health Matters
Trustees' annual report
for the year ended 31 March 2020

Beneficiaries of our services

Our 2020 survey of beneficiaries gave the following information.

Almost half (46%) of women supported are aged 26-49, with a significant proportion aged 19-25 (29%). Almost a quarter (23%) come from Black or Minority Ethnic Communities. 67% have at least one child (or are currently pregnant) and 36% are single mums.

58% are currently receiving welfare benefits. 32% have been unemployed for more than six months, with 27% not currently in work, education or training. 19% currently have social care involvement in some form.

70% who use WHM services, have or previously had a mental health problem. 47% are currently taking or have previously taken anti-depressants or other medication for mental health problems.

59% reported experiencing loneliness and 68% lack self-confidence. Almost half (48%) currently or have previously self-harmed, a significant increase from 2019's survey (26%). 43% have or have had suicidal thoughts.

61% have experienced domestic, emotional or sexual abuse, with 56% having been the victim of violence whilst in a relationship. 60% recognise themselves as having problems with unhealthy relationships.

29% were sexually assaulted or raped as a child and one-in-five as an adult. 20% have had at least one child removed into care, and 19% have had an abortion.

48% worry about what people would think of them if they knew about the personal experiences and challenges they have faced.

Being unable to afford basic things and worrying about money is an experience that is or has affected 36%. 34% have used a foodbank and 14% have had their benefits stopped, sanctioned or delayed. 31% have been homeless or vulnerably housed.

When asked how the support they've received from Women's Health Matters has helped them to improve their lives:

- 95% strongly or somewhat agree they have improved mental wellbeing
- 95% strongly or somewhat agree they have increased self-confidence
- 94% strongly or somewhat agree they feel safer
- 94% strongly or somewhat agree they make better choices
- 94% strongly or somewhat agree they develop a more positive support network
- 89% strongly or somewhat agree they feel less lonely
- 89% strongly or somewhat agree they feel better about themselves
- 87% strongly or somewhat agree they are more positive about their future
- 83% strongly or somewhat agree they feel less anxious

96% of clients better understand what abuse is, enabling 94% to better respond to abusive relationships. 88% have had the confidence to leave an abusive relationship.

94% of parents say the support from Women's Health Matters has increased their confidence about parenting, 90% have improved parenting skills and 86% feel that any children they have in the future are less likely to be removed into care.

93% of clients say the help they've received; they couldn't have got anywhere else.

Financial review

Women's Health Matters
Trustees' annual report
for the year ended 31 March 2020

WHM continued to raise sufficient funds to continue its main areas of activity. The inflationary increases required to maintain salaries, overheads and running costs continued not to be met in full by some funders. We continued our strategy to secure the long-term future of our work by diversifying and securing multi-year income.

We were delighted during 2019/20 to bring on board new funders supporting us in a range of ways including our Domestic Violence work, our support of women seeking asylum, enabling our work with women whose children are being looked after by someone else, supporting the roles of our management team, partnership funding for the new well being support service, and Women's Lives Leeds initiatives, funding and donations towards core costs, and that the NHS Leeds CCG renewed our contract to Chair the Maternity Voices Partnership.

Our total income for the year was £489,480 (£442,484 in 2018/19 and £373,453 in 2017/18), and total expenditure was £491,524 (£399,752 in 2018/19 and £393,477 in 2017/18).

Reserves policy

WHM and its Board of Trustees believes, that for the Board to act prudently, they must try and build up a reserve of funds principally to allow for any unexpected or unforeseen events that cannot be met from current funds.

Reserve funds will be built up from two sources:

- Any funds raised by the project through fundraising events, membership fees or donations towards general running costs.
- Any monies remaining from unrestricted funds when all commitments have been met.

Reserves will be available for the following purposes:

- To cover a short-term unexpected cost
- To fund investment e.g. match funding, project seed-funding, additional income generating capacity / expertise
- To maintain the organisation for a period of time and allow time to try to secure new funding in the event of a loss of a very significant proportion of / all project funding
- Allow for an orderly closure in the event of the organisation becoming insolvent.

The Trustees have agreed to a target level of Reserves which is based on the following:

- To cover up to six months of running costs
- To cover one person on long term sick
- To cover essential equipment breakdown

The reserves policy is updated annually. Trustees monitor actual and forecast expenditure of reserves quarterly.

Reserves are invested in a high interest account to maximise earnings.

In making the policy the Trustees have taken into consideration the costings involved with a planned closure including staff redundancies.

At the end of the year, the level of reserves was £96,389 (restricted income funds) and £133,706 (unrestricted income funds).

Plans for the future

The Trustees' plan for the charity's services activity in 2020/21 remains focused on supporting vulnerable women and girls in Leeds through our domestic violence work, support for young women and girls at risk of violence and abuse, women whose children are at risk of or have been taken into care, women seeking asylum, women with learning disabilities and women with complex and wellbeing needs. Each service has an agreed set of targets with funders. Our themes of effective service delivery, increasing our reputation and reach and ensuring a robust and sustainable organisation remain integral

Women's Health Matters

Trustees' annual report

for the year ended 31 March 2020

to our plans. We continue to look for and develop partnership and collaborative working with other organisations.

Whilst completing the work on our future strategy, we will prioritise resource in the year ahead to:

- Continue to assess and develop the diversity of our funding base
- Adapt our services considering Covid-19 restrictions
- Prioritise funding bids to sustain and continue the growth of our Domestic Violence and Abuse work
- Grow the capacity, reach and networks for our services for women whose children are at risk of or have been taken into care
- Ensure strong working relations with our existing delivery partners and seek new partners to further develop the key areas of our 2020/21 service delivery to reach more women and girls
- Continue to build the body of evidence on the impact of our work, through externally evaluated projects and the internal use of impact tools. We will complete a fifth annual impact measurement survey
- Review and develop the opportunities for women currently involved in our services to support our work through helping at events and activities or through formal volunteering. Our volunteer programme and staff capacity will be assessed for feasibility to meet requests from ex-service users and others in the community to support our work
- Improve our IT systems and database
- Review our staff structure and ensure this is fit for purpose
- Recruit new Trustees and continue to develop the skills of our Board of Trustees
- Review our Memorandum and Articles of Association

Structure, governance and management

Structure and governance

The organisation is a charitable company limited by guarantee, incorporated on 13 July 1993 and registered as a charity on 22 August 1995.

The company was established under a memorandum of association that established the objects and powers of the charitable company and is governed under its articles of association.

Members of the charity guarantee to contribute an amount not exceeding £1 to the assets of the charity in the event of winding up. The total number of such guarantees at 31 March 2020 was 43. (2019:43).

The Trustees are members of the charity, but this entitles them only to voting rights. The Trustees have no beneficial interest in the charity.

All Trustees give their time voluntarily and receive no benefits from the charity. Any expenses reclaimed from the charity are set out in note 12 to the accounts.

Recruitment and appointment of Trustees

Board of Trustees members are recruited through advertising and via networking, interviewed by the Chair and Chief Executive and attend a Board meeting prior to joining. Members are elected at the annual general meeting and may be co-opted at other times.

Induction and training of Trustees

New Board of Trustees members complete a skills audit and receive a comprehensive induction session with the Chief Executive, as well as receiving good practice guidelines such as the Good Trustee Guide (NCVO) and additional Trustee guidance from the Charity Commission. Trustees are offered training in areas where there are gaps in skills e.g. governance and financial management.

Organisational direction

Women's Health Matters
Trustees' annual report
for the year ended 31 March 2020

The Board of Trustees is responsible for the direction of the organisation and ensuring that effective plans supporting achievement of the strategic direction are in place and being met. They review policy and are responsible for ensuring effective governance including the financial management of the organisation. The Chair line manages the Chief Executive who has day-to-day operational management responsibility. The Board meets at least six times a year and has an Away Day for strategic planning and an Away Day with staff once a year.

Operational management

Ruth Mulryne was in post as Director until September 2019 when Rachel Kelly took the position as Chief Executive. The Projects Manager and Finance and Office Manager support the Chief Executive in the day-to-day management of the organisation.

Related parties and relationships with other organisations

WHM retains good relationships with its funders and delivers multiple services in partnership with other agencies, under partnership agreements and protocols. There is a breadth of referrals into services from statutory and charitable sector agencies.

The section above entitled 'Voice and Partnerships' gives examples of the breadth of partnerships. In addition we are active members of a range of Leeds strategic networks, including chairing the Leeds Maternity Voices Partnership and attending the 3P Network, Leeds Domestic Violence Forum, Third Sector Safeguarding Group, Forum Central Networks (Mental Health and Third Sector Health and Care Leaders), Leeds Migration Partnership and Young Lives Leeds. Our Chief Executive is part of the ACEVO Yorkshire and Humber CEO Forum and the national GSK Impact Awards Network.

Remuneration policy for key management personnel

When appointing a Chief Executive of WHM, the Trustees benchmark the salary with other similar positions within Leeds and surrounding areas. Other senior staff are appointed in line with the NJC pay scales. Key management personnel receive the same annual cost of living increment as applied across the staff.

Risk management

WHM has a risk management plan, which is reviewed twice a year. Organisational risks are assessed. Risks are categorised such as People, Operational, Financial, Governance etc. and a scale of probability and impact and steps taken to mitigate are agreed and monitored.

Statement of responsibilities of the Trustees

The Trustees (who are also directors of Women's Health Matters for the purposes of company law) are responsible for preparing the trustees' annual report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the Trustees are required to:

- Select suitable accounting policies and then apply them consistently
- Observe the methods and principles in the Charities SORP
- Make judgements and estimates that are reasonable and prudent
- State whether applicable UK Accounting Standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation

Women's Health Matters
Trustees' annual report
for the year ended 31 March 2020

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

This report has been prepared in accordance with the provisions applicable to companies subject to the small companies' regime of the Companies Act 2006.

The Trustees' annual report has been approved by the Trustees on 29 September 2020 and signed on their behalf by

Alison Cater, Chair of Trustees

Independent examiner's report
to the members of
Women's Health Matters

I report to the charity trustees on my examination of the accounts of the company for the year ended 31st March 2020 which are set out on pages 18 to 40.

Responsibilities and basis of report

As the charity 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 company'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 the company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Association of Chartered Certified Accountants, 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 that in any material respect:

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.

Catherine Hall FCCA DChA

Slade & Cooper Limited
Green Fish Resource Centre, 46-50 Oldham Street
Manchester, M4 1LE

15th October 2020

Womens Health Matters
Statement of Financial Activities
(including Income and Expenditure account)
for the year ended 31 March 2020

	Note	Unrestricted funds £	Restricted funds £	Total funds 2020 £	Total funds 2019 £
Income from:					
Donations and legacies	3	1,389	190	1,579	8,152
Charitable activities:	4	81,528	404,887	486,415	430,748
Other trading activities	5	880	-	880	3,040
Investments	6	606	-	606	544
Total income		84,403	405,077	489,480	442,484
Expenditure on:					
Raising funds	8	15,677	-	15,677	8,347
Charitable activities:	7	77,000	398,847	475,847	391,405
Total expenditure		92,677	398,847	491,524	399,752
Net income/(expenditure) for the year	10	(8,274)	6,230	(2,044)	42,732
Transfer between funds		(5,970)	5,970	-	-
Net movement in funds for the year		(14,244)	12,200	(2,044)	42,732
Reconciliation of funds					
Total funds brought forward		147,950	84,189	232,139	189,407
Total funds carried forward		133,706	96,389	230,095	232,139

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

Womens Health Matters
Company number 2835637
Balance sheet as at 31 March 2020

	Note	2020	2019
		£	£
Fixed assets			
Tangible assets	15	746	1,389
Total fixed assets		746	1,389
Current assets			
Debtors	16	9,720	7,861
Cash at bank and in hand	17	241,361	243,988
Total current assets		251,081	251,849
Liabilities			
Creditors: amounts falling due in less than one year	18	(21,732)	(21,099)
Net current assets		229,349	230,750
Total assets less current liabilities		230,095	232,139
Net assets		230,095	232,139
The funds of the charity:			
Restricted income funds	20	96,389	84,189
Unrestricted income funds	21	133,706	147,950
Total charity funds		230,095	232,139

For the year in question, the company was entitled to exemption from an audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476 of the Companies Act 2006,
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

These accounts are prepared in accordance with the special provisions of part 15 of the Companies Act 2006 relating to small companies and in accordance with FRS102 SORP, and constitute the annual accounts required by the Companies Act 2006 and are for circulation to members of the company.

The notes on pages 21 to 40 form part of these accounts.

Approved by the trustees on 29 September 2020 and signed on their behalf by:

Alison Cater (Chair)

Aime Tolson (Treasurer)

Womens Health Matters
Statement of Cash Flows
for the year ending 31 March 2020

	Note	2020 £	2019 £
Cash provided by/(used in) operating activities	23	(3,233)	38,121
<i>Cash flows from investing activities:</i>			
Dividends, interest, and rents from investments		606	544
Purchase of tangible fixed assets		-	(1,493)
Cash provided by/(used in) investing activities		606	(949)
Increase/(decrease) in cash and cash equivalents in the year		(2,627)	37,172
Cash and cash equivalents at the beginning of the year		243,988	206,816
Cash and cash equivalents at the end of the year		241,361	243,988

Womens Health Matters

Notes to the accounts for the year ended 31 March 2020

1 Accounting policies

The principal accounting policies adopted, judgments and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

a Basis of preparation

The financial statements have been prepared in accordance with 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), second edition - October 2019 (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006 and UK Generally Accepted Accounting Practice.

Womens Health Matters meets the definition of a public benefit entity under FRS102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note.

b Preparation of the accounts on a going concern basis

The trustees consider that there are no material uncertainties about the charitable company's ability to continue as a going concern.

The trustees have made no key judgments which have a significant effect on the accounts.

The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amount of assets and liabilities within the next reporting period.

Womens Health Matters

Notes to the accounts for the year ended 31 March 2020 (continued)

c Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received and the amount can be measured reliably.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

For legacies, entitlement is taken as the earlier of the date on which either: the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the charity that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution. Where legacies have been notified to the charity, or the charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is treated as a contingent asset and disclosed if material.

Income received in advance of a provision of a specified service is deferred until the criteria for income recognition are met.

d Donated services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), general volunteer time is not recognised; refer to the trustees' annual report for more information about their contribution.

On receipt, donated professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

e Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the Bank.

Womens Health Matters

Notes to the accounts for the year ended 31 March 2020 (continued)

f Fund accounting

Unrestricted funds are available to spend on activities that further any of the purposes of charity.

Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose.

Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

g Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Costs of raising funds comprise the costs of external fundraisers.
- Expenditure on charitable activities includes the costs undertaken to further the purposes of the charity and their associated support costs.
- Other expenditure represents those items not falling into any other heading.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

h Allocation of support costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back office costs, finance, personnel, payroll and governance costs which support the charity's programmes and activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities. The bases on which support costs have been allocated are set out in note 9.

i Operating leases

Operating leases are leases in which the title to the assets, and the risks and rewards of ownership, remain with the lessor. Rental charges are charged on a straight line basis over the term of the lease.

j Tangible fixed assets

Individual fixed assets costing £500 or more are capitalised at cost and are depreciated over their estimated useful economic lives on a straight line basis as follows:

Furniture & equipment	4 years
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Womens Health Matters

Notes to the accounts for the year ended 31 March 2020 (continued)

k Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

l Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

m Creditors and provisions

Creditors and provisions 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 and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

n Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

o Pensions

Employees of the charity are entitled to join a defined contribution 'money purchase' scheme. The charity's contribution is restricted to the contributions disclosed in note 10. There were no outstanding contributions at the year end.

The money purchase plan is with The People's Pension managed by B&CE Holdings Ltd plc and the plan invests the contributions made by the employee and employer in an investment fund to build up over the term of the plan a pension fund which is then converted into a pension upon the employee's normal retirement year age when eligible for a state pension. The total expense ratio of the plan is 1% and this is deducted from the investment fund annually. The trust has no liability beyond making its contributions and paying across the deductions for the employee's contributions.

2 Legal status of the charity

The charity is a company limited by guarantee registered in England and Wales and has no share capital. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity. The registered office address is disclosed on page 1.

Womens Health Matters

Notes to the accounts for the year ended 31 March 2020 (continued)

3 Income from donations and legacies

Current reporting period	Unrestricted £	Restricted £	Total 2020 £
Donations	1,389	190	1,579
Total	1,389	190	1,579
Previous reporting period	<i>Unrestricted £</i>	<i>Restricted £</i>	<i>Total 2019 £</i>
<i>Donations</i>	<i>6,513</i>	<i>561</i>	<i>7,074</i>
<i>Donations in kind</i>	<i>1,078</i>	<i>-</i>	<i>1,078</i>
Total	7,591	561	8,152

Womens Health Matters

Notes to the accounts for the year ended 31 March 2020 (continued)

4 Income from charitable activities

Current reporting period	Unrestricted £	Restricted £	Total 2020 £
Core funding:			
Henry Smith Charity	-	27,250	27,250
Leeds City Council	57,600	-	57,600
Pilgrim Trust	-	10,000	10,000
Garfield Weston Foundation	-	30,000	30,000
Other	3,816		3,816
	<hr/>	<hr/>	<hr/>
	61,416	67,250	128,666
Project funding:			
Domestic Violence			
The Brelms Trust CIO	-	1,305	1,305
Leeds City Council	-	19,863	19,863
Leeds City Council (Access)	-	8,000	8,000
YUMS			
Leeds City Council	-	13,540	13,540
The Key			
Big Lottery Fund	-	104,586	104,586
The Brelms Trust CIO	-	3,000	3,000
Trusthouse Charitable Foundation		-	-
Other projects			
DCMS - Tampon Tax	-	84,260	84,260
Leeds Community Foundation	-	22,752	22,752
Lloyds Bank Foundation	-	24,691	24,691
NHS Leeds CCG	-	17,304	17,304
Touchstone	20,112	30,600	50,712
The Big Lottery	-	7,736	7,736
	<hr/>	<hr/>	<hr/>
	20,112	337,637	357,749
	<hr/>	<hr/>	<hr/>
Total	81,528	404,887	486,415
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

Womens Health Matters

Notes to the accounts for the year ended 31 March 2020 (continued)

Income from charitable activities continued

Previous reporting period	<i>Unrestricted £</i>	<i>Restricted £</i>	<i>Total 2019 £</i>
Core funding:			
Henry Smith Charity	-	27,000	27,000
Leeds City Council	57,600	1,000	58,600
Pilgrim Trust	-	10,000	10,000
Garfield Weston Foundation	-	-	-
	<hr/>	<hr/>	<hr/>
	57,600	38,000	95,600
Project funding:			
Include			
Leeds City Council			-
Domestic Violence			
The Brelms Trust CIO	-	1,305	1,305
Leeds City Council	-	19,863	19,863
Leeds City Council (Access)	-	8,000	8,000
Trusthouse Charitable Foundation	-	2,900	2,900
YUMS			
Leeds City Council	-	13,540	13,540
The Key			
Big Lottery Fund	-	91,301	91,301
The Brelms Trust CIO	-	3,000	3,000
Trusthouse Charitable Foundation		8,405	8,405
Other projects			
Charles Hayward Foundation	-	24,000	24,000
DCMS - Tampon Tax	-	79,754	79,754
Leeds Community Foundation	-	10,427	10,427
Lloyds Bank Foundation	-	24,886	24,886
NHS Leeds CCG	-	16,241	16,241
Touchstone	20,149	-	20,149
West Yorkshire Police	-	4,992	4,992
The Big Lottery	-	6,385	6,385
	<hr/>	<hr/>	<hr/>
	20,149	314,999	335,148
	<hr/>	<hr/>	<hr/>
Total	77,749	352,999	430,748
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

Womens Health Matters

Notes to the accounts for the year ended 31 March 2020 (continued)

5 Income from other trading activities

	2020 £	2019 £
Fees, Charges and other income	880	3,040
	<hr/>	<hr/>
	880	3,040
	<hr/> <hr/>	<hr/> <hr/>

All income from other trading activities is unrestricted.

6 Investment income Current reporting period

	Unrestricted £	Restricted £	2020 £
Income from bank deposits	606	-	606
	<hr/>	<hr/>	<hr/>
	606	-	606
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

Previous reporting period

	<i>Unrestricted £</i>	<i>Restricted £</i>	<i>2019 £</i>
<i>Income from bank deposits</i>	<i>544</i>	<i>-</i>	<i>544</i>
	<hr/>	<hr/>	<hr/>
	<i>544</i>	<i>-</i>	<i>544</i>
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

Womens Health Matters

Notes to the accounts for the year ended 31 March 2020 (continued)

7 Analysis of expenditure on charitable activities

	Staff costs £	Admin costs £	Premises £	Depreciation £	Other project costs £	Governance costs (see note 9) £	Total 2020 £
Women's Health Matters	78,449	4,709	4,734	643	7,205	410	96,150
Domestic Violence	22,052	1,157	2,325	-	8,464	175	34,173
YUMS	7,216	595	826	-	4,089	66	12,792
The Key	67,886	4,637	8,776	-	33,822	660	115,781
Other projects	137,874	6,607	14,527	-	57,013	930	216,951
Total	313,477	17,705	31,188	643	110,593	2,241	475,847
					Restricted expenditure		398,847
					Unrestricted expenditure		77,000
							475,847

Womens Health Matters

Notes to the accounts for the year ended 31 March 2020 (continued)

Analysis of expenditure on charitable activities continued

Previous reporting period

	Staff costs £	Admin costs £	Premises £	Depreciation £	Other project costs £	Governance costs (see note 9) £	Total 2019 £
Women's Health Matters	80,705	4,368	4,867	4,126	8,106	520	102,692
<i>Include</i>	(19)	-	-	-	98	-	79
Domestic Violence	19,711	1,243	2,100	-	6,802	246	30,102
Cancer Screening	1,428	7	-	-	98	-	1,533
YUMS	6,917	487	768	-	4,988	91	13,251
The Key	66,139	4,226	7,227	-	26,427	843	104,862
Family Valued	305	-	-	-	205	-	510
Other projects	90,422	6,929	10,242	-	38,182	948	146,723
Total	265,608	17,260	25,204	4,126	84,906	2,648	399,752
					Restricted expenditure		304,654
					Unrestricted expenditure		86,751
							391,405

Womens Health Matters

Notes to the accounts for the year ended 31 March 2020 (continued)

8 Cost of raising funds

	2020 £	2019 £
Staff costs	15,677	8,347
	<hr/>	<hr/>
	15,677	8,347
	<hr/>	<hr/>

All expenditure on cost of raising funds is unrestricted.

9 Analysis of governance and support costs

Current reporting period	Basis of apportionment	Support £	Governance £	Total 2020 £
Independent examiner fees	Governance	-	2,184	2,184
Board costs	Governance	-	57	57
		<hr/>	<hr/>	<hr/>
		-	2,241	2,241
		<hr/>	<hr/>	<hr/>
Previous reporting period	<i>Basis of apportionment</i>	<i>Support £</i>	<i>Governance £</i>	<i>Total 2019 £</i>
<i>Independent examiner fees</i>	<i>Governance</i>	<i>-</i>	<i>2,100</i>	<i>2,100</i>
<i>Board costs</i>	<i>Governance</i>	<i>-</i>	<i>30</i>	<i>30</i>
		<hr/>	<hr/>	<hr/>
		-	2,130	2,130
		<hr/>	<hr/>	<hr/>

Womens Health Matters

Notes to the accounts for the year ended 31 March 2020 (continued)

10 Net income/(expenditure) for the year

This is stated after charging/(crediting):	2020	2019
	£	£
Depreciation	643	4,126
Independent examiner's fee - accountancy	1,584	1,500
Independent examiner's fee	600	600
	<u> </u>	<u> </u>

11 Staff costs

Staff costs during the year were as follows:

	2020	2019
	£	£
Wages and salaries	262,900	217,380
Social security costs	18,721	14,399
Pension costs	10,493	8,974
Consultancy & HR fees	20,219	10,937
Recruitment & staff expenses	11,682	10,616
Volunteers' expenses and training	1,819	2,002
Holiday pay accrual	3,320	-
Redundancy	-	1,300
	<u> </u>	<u> </u>
	329,154	265,608
	<u> </u>	<u> </u>

Allocated as follows:

Cost of raising funds	15,677	8,347
Charitable activities	313,477	257,261
	<u> </u>	<u> </u>
	329,154	265,608
	<u> </u>	<u> </u>

No employees has employee benefits in excess of £60,000 (2019: Nil).

The average number of staff employed during the period was 13.1 (2019: 11.75).

The average full time equivalent number of staff employed during the period was 9.2 (2019: 7.9).

The key management personnel of the charity comprise the trustees and the Chief Executive Officer. The total employee benefits of the key management personnel of the charity were £29,744 (2019: £27,440).

Womens Health Matters

Notes to the accounts for the year ended 31 March 2020 (continued)

12 Trustee remuneration and expenses, and related party transactions

Zero (2019:One) trustees, were paid in the year (2019: £1,750). This was for providing coproduction workshops and volunteer training for the Tampon Tax project.

Legal authority for the payment in 2019 is within the charity's memorandum and articles of association approved by the Charity Commission

One member of the management committee received travel and subsistence expenses during the year of £75 (2019:£Nil).

Aggregate donations from related parties were £Nil (2019: £Nil).

There are no donations from related parties which are outside the normal course of business and no restricted donations from related parties.

No trustee or other person related to the charity had any personal interest in any contract or transaction entered into by the charity, including guarantees, during the year (2019: nil).

13 Government grants

The government grants recognised in the accounts were as follows:

	2020 £	2019 £
Leeds City Council	99,003	100,003
DCMS	84,260	79,754
NHS Leeds CCG	17,304	16,241
West Yorkshire Police	-	4,992
	<hr/>	<hr/>
	200,567	200,990
	<hr/>	<hr/>

There are no unfulfilled conditions and contingencies attaching to the grants.

14 Corporation tax

The charity is exempt from tax on income and gains falling within Chapter 3 of Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects. No tax charges have arisen in the charity.

Womens Health Matters

Notes to the accounts for the year ended 31 March 2020 (continued)

15 Fixed assets: tangible assets

Cost	Furniture & equipment £	Total £
At 1 April 2019	23,993	23,993
Additions	-	-
Disposals	-	-
	<hr/>	<hr/>
At 31 March 2020	23,993	23,993
	<hr/> <hr/>	<hr/> <hr/>
Depreciation		
At 1 April 2019	22,604	22,604
Charge for the year	643	643
Disposals	-	-
	<hr/>	<hr/>
At 31 March 2020	23,247	23,247
	<hr/> <hr/>	<hr/> <hr/>
Net book value		
At 31 March 2020	746	746
	<hr/> <hr/>	<hr/> <hr/>
<i>At 31 March 2019</i>	<i>1,389</i>	<i>1,389</i>
	<hr/> <hr/>	<hr/> <hr/>

Womens Health Matters

Notes to the accounts for the year ended 31 March 2020 (continued)

16 Debtors

	2020 £	2019 £
Grants receivable	8,500	6,656
Prepayments and accrued income	1,220	1,205
	<hr/>	<hr/>
	9,720	7,861
	<hr/> <hr/>	<hr/> <hr/>

17 Cash at bank and in hand

	2020 £	2019 £
Short term deposits	70,000	70,000
Cash at bank and on hand	171,361	173,988
	<hr/>	<hr/>
	241,361	243,988
	<hr/> <hr/>	<hr/> <hr/>

18 Creditors: amounts falling due within one year

	2020 £	2019 £
Short term compensated absences (holiday pay)	3,320	-
Other creditors and accruals	11,015	16,632
Deferred income	1,000	-
Taxation and social security costs	6,397	4,467
	<hr/>	<hr/>
	21,732	21,099
	<hr/> <hr/>	<hr/> <hr/>

19 Deferred income

	2020 £	2019 £
Deferred grant brought forward	-	-
Grant received	1,000	-
Released to income from charitable activities	-	-
	<hr/>	<hr/>
Deferred grant carried forward	1,000	-
	<hr/> <hr/>	<hr/> <hr/>
Deferred income received in advance of the period to which it relates		

Womens Health Matters

Notes to the accounts for the year ended 31 March 2020 (continued)

20 Analysis of movements in restricted funds

Current reporting period	Balance at 1 April 2019 £	Income £	Expenditure £	Transfers £	Balance at 31 March 2020 £
Include	6,266	-	-	(6,266)	-
Domestic Violence					
LDVS	-	19,863	(25,054)	5,191	-
LDVS (Access)	2,057	8,000	(7,813)	-	2,244
The Brelms Trust CIO	652	1,305	(1,305)	-	652
MVP (formerly MSLC)	2,186	17,304	(15,934)	-	3,556
YUMS					
YUMS 1	3,533	13,540	(12,791)	-	4,282
The Key					
Big Lottery Fund	7,325	104,676	(112,780)	779	-
The Brelms Trust CIO	1,500	3,000	(3,000)	-	1,500
Womens Health Matters					
Small grants	40	-	-	-	40
Other projects					
Tampon Tax	597	84,260	(80,561)	-	4,296
Henry Smith Charity	6,796	27,250	(27,250)	-	6,796
Leeds Abortion Fund	66	-	(66)	-	-
Leeds Fund	7,906	22,752	(15,884)	-	14,774
WLL	2,821	7,736	(7,984)	-	2,573
Inside Out	24,000	-	(18,283)	6,266	11,983
Lloyds Bank Foundation	10,837	24,691	(22,088)	-	13,440
Safer Communities	4,435	100	(4,535)	-	-
Pilgrim Trust	2,500	10,000	(10,000)	-	2,500
Garfield Weston	-	30,000	(3,750)	-	26,250
Your Space	(71)	30,600	(29,769)	-	760
Other	743	-	-	-	743
Total	84,189	405,077	(398,847)	5,970	96,389

Womens Health Matters

Notes to the accounts for the year ended 31 March 2020 (continued)

Analysis of movements in restricted funds continued

Previous reporting period	<i>Balance at 1 April 2018 £</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>Transfers £</i>	<i>Balance at 31 March 2019 £</i>
Include	6,345	-	(79)	-	6,266
Domestic Violence					
LDVS	-	19,863	(20,046)	183	-
LDVS (Access)		8,561	(6,504)		2,057
The Brelms Trust CIO		1,305	(653)		652
Trusthouse C F		2,900	(2,900)		-
Cancer Screening	1,534	-	(1,534)	-	-
MVP (formerly MSLC)	1,650	16,849	(16,313)	-	2,186
YUMS					
YUMS 1	3,244	13,540	(13,251)	-	3,533
The Key					
Big Lottery Fund	9,738	91,301	(94,796)	1,082	7,325
Building Capabilities	160	-	(160)	-	-
The Brelms Trust CIO	-	3,000	(1,500)	-	1,500
Trusthouse C F		8,405	(8,405)		-
Family Valued	510	-	(510)	-	-
Womens Health Matters					
Small grants	40	1,000	(1,000)	-	40
Other projects					
Tampon Tax	2	79,754	(79,159)	-	597
Henry Smith Charity	6,725	27,000	(26,929)	-	6,796
Leeds Abortion Fund	897	(608)	(223)	-	66
Leeds Fund	440	10,427	(2,961)	-	7,906
WLL	1,990	6,385	(5,554)	-	2,821
Inside Out	-	24,000	-	-	24,000
Lloyds Bank Foundati	-	24,886	(14,049)	-	10,837
Safer Communities	-	4,992	(557)	-	4,435
Pilgrim Trust	-	10,000	(7,500)	-	2,500
Your Space	-	-	(71)	-	(71)
Other	743	-	-	-	743
Total	34,018	353,560	(304,654)	1,265	84,189

Womens Health Matters

Notes to the accounts for the year ended 31 March 2020 (continued)

Name of restricted fund	Description, nature and purposes of the fund
Include	Project to support young women who think they may be pregnant, are pregnant or mothers.
Domestic Violence	Project to provide support for women who have experience of Domestic Violence.
MVP (Formerly MSLC)	MVP facilitates the Maternity Voices Partnership meetings and focus groups.
YUMS	YUMs is a young mums tots and tums peer support group.
The Key	Project to provide early intervention work around domestic violence and child sexual exploitation.
Women's Health Matters	Small grants expended in accordance with the wishes of the donor.
Tampon Tax	Group work to reduce distress and the harmful impact of Domestic Violence on women and their children.
Henry Smith Charity	Funding for the salary and on costs of WHM's Director / Chief Executive.
Leeds Abortion Fund	The Leeds Abortion Fund is managed by Women's Health Matters, the fund pays for costs involved when women experience difficulty accessing the NHS.
Leeds Fund	Group work supporting women who's children are being looked after by someone else.
WLL	Women's Lives Leeds funding to reimburse expenditure hosting a Complex Needs Worker at WHM.
Inside Out	A parenting course for women who have had children removed from their care.
Lloyds Bank Foundation	Funds a wellbeing case worker to provide one to one support to asylum seeking women.
Safer Communities	Funds the access needs of women who have experienced domestic abuse who would otherwise not be able to attend groups.
Pilgrim Trust	Supporting WHM's work providing intensive and early intervention support to women with complex needs.
Garfield Weston	Funding to empower disadvantaged women in Leeds to recover from abuse, exclusion and poverty.
Brelms Trust CIO	Funds towards the facilitation costs of domestic violence support groups in Leeds
Your Space	Provision of an health and wellbeing outreach worker based with our partners at Touchstone
Other	Donations to specified projects or groups.
Transfers	Transfers from unrestricted funds to cover overspends.

Womens Health Matters

Notes to the accounts for the year ended 31 March 2020 (continued)

21 Analysis of movement in unrestricted funds

Current reporting period	Balance at 1 April 2019 £	Income £	Expenditure £	Transfers £	As at 31 March 2020 £
General fund	132,817	84,403	(92,677)	(5,970)	118,573
Designated funds					
Fundraising	15,133	-	-	-	15,133
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
	147,950	84,403	(92,677)	(5,970)	133,706
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
Previous reporting period	Balance at 1 April 2018 £	Income £	Expenditure £	Transfers £	As at 31 March 2019 £
General fund	125,802	88,924	(69,892)	(12,017)	132,817
Designated funds					
Data Mgt System	4,740	-	(4,740)	-	-
Fundraising	12,728	-	(8,347)	10,752	15,133
Garfield Weston	11,250	-	(11,250)	-	-
COL salary rise	869	-	(869)	-	-
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
	155,389	88,924	(95,098)	(1,265)	147,950
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>

Name of unrestricted fund	Description, nature and purposes of the fund
----------------------------------	---

General fund	The free reserves after allowing for all designated funds
Designated funds	Funds designated by the management committee for the support and development of existing work.
Data Management System	The cost of designing and implementing a new data management system.
Fundraising consultancy	Fund for employing fundraising consultants to work on specific project bids.
Garfield Weston Foundation	9 months of a 12 month grant given January 2018 to fund core work.
COL salary rise	Fund to pay for a 1% cost of living salary rise where project budgets cannot fund the expenditure increase.

Womens Health Matters

Notes to the accounts for the year ended 31 March 2020 (continued)

22 Analysis of net assets between funds

Current reporting period	General fund £	Designated funds £	Restricted funds £	Total £
Tangible fixed assets	746	-	-	746
Net current assets/(liabilities)	117,827	15,133	96,389	229,349
Total	118,573	15,133	96,389	230,095
Previous reporting period	General fund £	Designated funds £	Restricted funds £	Total £
Tangible fixed assets	1,389	-	-	1,389
Net current assets/(liabilities)	131,428	15,133	84,189	230,750
Total	132,817	15,133	84,189	232,139

23 Reconciliation of net movement in funds to net cash flow from operating activities

	2020 £	2019 £
Net income/(expenditure) for the year	(2,044)	42,732
Adjustments for:		
Depreciation charge	643	4,126
Loss/(profit) on sale of fixed assets	-	-
(Gains)/losses on investments	-	-
Dividends, interest and rents from investments	(606)	(544)
Decrease/(increase) in stock	-	-
Decrease/(increase) in debtors	(1,859)	(4,136)
Increase/(decrease) in creditors	633	(4,057)
Net cash provided by/(used in) operating	(3,233)	38,121