

COMPANY REGISTRATION NUMBER: 07483469  
CHARITY REGISTRATION NUMBER: 1140962

**Welsh Women's Aid**  
**Company Limited by Guarantee**  
**Financial Statements**  
**31 March 2023**

**WALTER HUNTER & CO LIMITED**  
Chartered accountants & statutory auditor  
24 Bridge Street  
Newport  
South Wales  
NP20 4SF

# **Welsh Women's Aid**

## **Company Limited by Guarantee**

### **Financial Statements**

**Year ended 31 March 2023**

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# **Welsh Women's Aid**

## **Company Limited by Guarantee**

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

#### **Year ended 31 March 2023**

The trustees, who are also the directors for the purposes of company law, present their report and the financial statements of the charity for the year ended 31 March 2023.

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

**Registered charity name** Welsh Women's Aid

**Charity registration number** 1140962

**Company registration number** 07483469

**Principal office and registered office** Pendragon House  
Caxton Place  
Cardiff  
CF23 8XE

#### **The trustees**

K Palmer - Chair  
H Kell - Deputy Chair/ Treasurer  
N Danson  
V M Friis  
J Wray (Retired 1 January 2023)  
A Rodriques  
T Sadler-McGrath  
R Christmas (Appointed 10 November 2022)

**Auditor** Jonathan Rhodes BSc BFP FCA  
Chartered accountants & statutory auditor  
24 Bridge Street  
Newport  
South Wales  
NP20 4SF

**Bankers** Unity Trust Bank Plc  
Nine Brindleyplace  
Birmingham  
B1 2HB

# **Welsh Women's Aid**

## **Company Limited by Guarantee**

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

#### **Year ended 31 March 2023**

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

###### **Governing document**

Welsh Women's Aid is governed by a Memorandum and Articles of Association and was incorporated in January 2011. Welsh Women's Aid was registered as a charity in March 2011.

As a registered charity and a Company Limited by Guarantee, Welsh Women's Aid is required to report annually to both the Charity Commission and Companies House. In the event of the organisation winding up, its members are required to contribute an amount not exceeding £1. Welsh Women's Aid's current governing document was updated in December 2013.

###### **Recruitment and Appointment of Trustees**

The Directors of the company are also the charity trustees.

All Trustees are recruited in line with Welsh Women's Aid Trustee Recruitment and Selection Policy and procedural framework. The Board is able to decide how many vacancies there are subject to the maximum of twelve persons and minimum of three persons. At least four Trustees should be recruited from Welsh Women's Aid membership of specialist services.

All Trustees are appointed for the skills and experience that they bring and their ability to assist Welsh Women's Aid in meeting its charitable objects. Candidates for all Trustee positions are interviewed, references are sought, and the recruitment panel recommendations are agreed by the Board. Trustees are confirmed at the AGM.

All terms of office are for a period of 3 years. Trustees who serve a three-year term are eligible for re-appointment for one additional term.

Trustees have the power to co-opt additional board members, who must retire at the next AGM but may stand for re-election as a Trustee. When considering co-opting members, the Board has regard to the requirement for any specialist skills and knowledge, such as fundraising/funding, HR, understanding of domestic abuse and other forms of violence against women, children and young people.

In 2022/23 1 trustee stepped down and 1 trustee was appointed. A recruitment process will be run in 2023/24 to replace trustees due to come to the end of their tenure and those who have stepped down for other reasons.

###### **Board of Trustees induction and training**

All new Trustees are provided with Welsh Women's Aid's Memorandum and Articles, Governance Policy which sets out their roles and responsibilities, a copy of 'The Essential Trustee' provided by the Charity Commission, and are invited to discuss any queries with the Chair.

New members of the Board undergo a comprehensive induction programme to brief them on the work of Welsh Women's Aid, the history of the women's aid movement, their legal obligations as Trustees, the Board's decision making processes, the functioning and structure of services, the business plan and recent financial performance. During induction, new Trustees meet key employees and other Trustees. The Board is encouraged to participate in internal and external training events which will further their skills and knowledge in undertaking their roles. A skills audit is undertaken every two years to ensure that the Board has the right mix of skills and experience and the information to



# **Welsh Women's Aid**

## **Company Limited by Guarantee**

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

#### **Year ended 31 March 2023**

determine whether they need to recruit appropriately skilled external members.

#### **Going Concern Assessment**

A review of the organisation is undertaken annually in line with ISA (UK) 570 to assess the going concern status of the organisation. The assessment is undertaken as part of the budget setting process for the following year in the light of the forecast financial statements for the current year. The assessment considers key forecasts for income generation, expenditure, planned activities, risk register, cashflow, organisational performance, external factors and contingencies required to secure the future business operations of the organisation. Further consideration has been given to the impact of the Covid-19 pandemic and the possibility of future lockdowns, increase in demand for VAWDASV services, pressures on the sector and changes to legislation or government policy.

Trustees consider that, having reviewed the management assessment, that Welsh Women's Aid can be considered a going concern for the foreseeable future and that suitable risk mitigations and contingencies are in place.

The Board of Trustees meets quarterly and is supported by the Governance Sub-Group, Finance and Fundraising Sub-Group and HR and Employment Sub-Group to assist the decision making process by exploring risks and options in detail and scrutinising the quarterly reports prior to full Board meetings and, where appropriate, making recommendations to the Board. The Governance Sub-Group maintains oversight of the risk management process. Sub-Groups do not have decision making powers; they are a recommending body only.

Internal controls are made more robust by the existence of procedures for the authorisation of all transactions. Procedures are in place to ensure compliance with the Health and Safety of staff, Trustees, volunteers, clients and visitors to the organisation. These controls and procedures are periodically reviewed to ensure that they continue to meet the needs of the charity.

A key element in the management of financial risk is the setting of a reserves policy and its regular review by the Board. All significant new initiatives, major commitments and investment projects are subject to formal approval by the Board.

During 2022/23 no new critical strategic risks were identified during the year. Actions to mitigate risks related to the cost of living crisis; implications on specialist services and survivors of abuse of leaving the EU; and the reputational risk from a publicly raised concern by an external party related to a joint campaign lead by an associate organisation in 2020 continued successfully. Activities to mitigate the risks identified due to the Covid-19 pandemic and lockdown restrictions on survivors continued throughout 2022/23 with service delivery impact monitored. We continue to work with services, key stakeholders and funders to address the increase in demand for access to specialist services which has not reduced since the pandemic.

# **Welsh Women's Aid**

## **Company Limited by Guarantee**

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

**Year ended 31 March 2023**

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

##### **Organisational Structure and Management**

The responsibility for the day to day management and delivery of services to meet the charity's objects is delegated to the Chief Executive Officer (CEO) and Senior Management Team (SMT).

The SMT shares the responsibility for reporting to the Board with the CEO, in relation to the management and implementation of the organisation's strategy, its priorities, progress reports on its operational plan, its financial position and risk management procedures. Each member of the SMT is responsible for elements of the Strategic Delivery Plan.

Welsh Women's Aid staff remuneration is aligned to the NJC pay scales based on the evaluation of appointed roles. Application of cost of living pay increases are subject to funding and approval by trustees.

#### **Objectives and activities**

##### **Public Benefit**

The trustees confirm that they have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the Charities aims and objectives and in planning future activities

The Welsh Women's Aid charitable objects are for the benefit of the community:

To promote the relief of distress and suffering experienced by, in particular but not exclusively, any women or her children from differing social groups who have or are experiencing domestic abuse and all other forms of 'violence against women', including the wider social and economic impacts.

Welsh Women's Aid is a national violence against women, domestic abuse and sexual violence (VAWDASV) membership organisation, with over 40 years of experience in campaigning, shaping and influencing policy to be prioritised by government. Welsh Women's Aid represents and supports a federation of local independent charities delivering specialist violence against women, domestic abuse and sexual violence women prevention services in Wales, as part of a UK network of provision. Welsh Women's Aid works to to achieve improvements in national policy and practice for the benefit of members of the women's aid movement and others working in this area, and most importantly, their primary service users: women, children and young people experiencing domestic abuse, sexual violence and other forms of violence against women.

Our 5 Year Strategy 2019-24 which sets out our vision, mission, values and planned activities in more detail is available on our website.

**Our Vision:** A world in which women and children live free from domestic abuse, sexual violence and all forms of violence against women, and by doing so achieve independence, freedom and liberation from oppression.

**Our Values:** We are feminist and value diversity of lived experiences

**We promote integrity:** We are accountable, and place survivors' voices and their lived experiences central to our work. We encourage respect, transparency and learning from experience, we challenge misuse of power and promote social responsibility in all we do.

# **Welsh Women's Aid**

## **Company Limited by Guarantee**

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

#### **Year ended 31 March 2023**

##### **Objectives and activities *(continued)***

**We collaborate:** We work with survivors, specialist services, other organisations, individuals and communities, to capacity-build services and to evidence and deliver what works in preventing violence against women, domestic abuse and sexual violence.

**We empower:** We advocate a rights-based approach so that all women and children can achieve their full potential, and we promote services led by and for women/minoritised groups as being vital to meeting needs and to achieving social, economic and political liberation from patriarchy, racism, and other oppressions.

**We transform:** We are committed to challenging inequalities and discrimination, to combining high-quality services with activism for social change, and building a movement that ends violence against women and girls and liberates women and girls from multiple and intersecting oppressions to benefit everyone.

##### **Objectives and Priorities in 2022/23**

Preventing violence against women, domestic abuse and sexual violence from happening in the first place.

We are committed to primary prevention, which involves education to change attitudes and perceptions, to prevent abuse from happening in the first place. It can be targeted universally or at specific groups, such as children or members of a particular community. Prevention work requires a commitment to challenging and changing the social and cultural norms, systems and structures that perpetuate abuse, harms and inequalities. Prevention work also needs to address the fact that violence against women and girls is structural and one of the social mechanisms that forces the subordination of women and girls in society. For this reason, working to further women's and girls' liberation, to challenge and dismantle gendered social norms and expectations, and to dismantle patriarchy and other systems of oppression is a key means of achieving its prevention.

Ensuring provision of quality services for survivors that build on strengths, meet needs and reduce the harmful effects of abuse over time:

We are committed to providing excellent member services and support which helps specialist services deliver quality provision, as centres of excellence in their communities. Effective provision is dependent on identifying as early as possible those who are likely to experience abuse, and to provide high quality resources and support to prevent further abuse and reduce its impact ("secondary prevention"). Effective provision is also dependent on providing longer term support and advocacy to reduce the trauma and harm caused by more prolonged exposure to violence and abuse, which is often cumulative for women and girls ("tertiary prevention").

Creating effective partnerships with survivors, specialist services and others to strengthen our movement to achieve change that lasts.

##### **Objectives and activities *(continued)***

We are committed to amplifying the diverse experiences of survivors and to developing and collaborating in partnership in a way that upholds our values and demonstrates mutual respect, transparency, honesty and integrity, which underpins all our work. By focusing on collaboration to improve responses for those who experience multiple discrimination - black and minoritised women, lesbians, disabled women, migrant women, young people, older women, trans women - we aim to improve access to support and justice for all survivors of abuse.

# **Welsh Women's Aid**

## **Company Limited by Guarantee**

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

#### **Year ended 31 March 2023**

##### **ENSURING OUR WORK DELIVERS OUR AIMS**

All staff and Trustees are active in reviewing progress and achievements on a monthly and quarterly basis, as well as reviewing delivery against strategic objectives on an annual basis.

A robust review process helps Welsh Women's Aid to ensure aims, objectives and activities remain focused on charity objects, in accordance with charity commission guidance. The trustees set a list of key performance indicators against which progress is assessed at a strategic level against the Welsh Women's Aid strategic objectives allowing scrutiny and corrective action to be taken where necessary.

##### **Achievements and performance**

##### **REVIEW OF ACTIVITIES AND HOW WE DELIVER PUBLIC BENEFIT**

###### **Progress and achievements in 2022/23**

The impact of the Covid-19 Pandemic continued to be felt in 2022/23 exacerbated by the cost-of-living crisis which inflicted severe economic pressure on survivors and specialist services alike, restricting access to help and support for victims and survivors of violence against women, domestic abuse and sexual violence. The sector has had to adapt to the conditions and find new ways to provide life-saving services whilst experiencing increased costs and recruitment and retention issues.

Throughout the Covid-19 Pandemic increase in demand for VAWDASV services was evidenced and this demand has not diminished since.

Welsh Women's Aid had a very challenging but also successful year in 2022/23. As with many organisations our operations continued to be delivered online with staff working from home as part of a hybrid working arrangement. We have redirected resources to increase engagement with government and statutory services, promoted specialist services to survivors and the wider public, produced resources for our members, the wider VAWDASV sector and bystanders and raised awareness of the impact on people subject to gender-based violence and worked to increase funding for the sector in Wales.

We have successfully extended our influence in Wales, UK and internationally by engaging with local government, Welsh Government, Westminster and the European structures to talk about the importance of addressing violence against women and our approach through the Change that Lasts model. Our standing as a leading light on violence against women has increased and we have further developed Change that Lasts which provides a holistic approach to responding, supporting and preventing domestic abuse, sexual violence and all forms of violence against women, including response to perpetrators of abuse. We have supported our membership with capacity building support, our roll out of National Quality Service Standards, briefings and other bespoke support and advocacy.

###### **Fundraising**

During 2022/23, Welsh Women's Aid received donations totalling £57,592. Funds were raised from a wide range of supporters including first time donations, payroll giving and community fundraising. Opportunities to engage in fundraising activities increased during the year due to the lifting of Covid restrictions, however, the cost of living crisis has reduced peoples' disposable income and ability to engage in fundraising activities. Awareness raising and campaigning successfully increased our visibility in order to keep gender-based violence in the public discourse.

We successfully secured funding to continue existing service delivery, roll out our training and Change that Lasts approach and increase access to funding for our Membership.

# **Welsh Women's Aid**

## **Company Limited by Guarantee**

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

#### **Year ended 31 March 2023**

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

Through the action of our capacity-building programme and by working in collaboration with our members, we were able to fundraise a total of £619,620 from statutory sources, trusts and foundations. This support has been invaluable during a period where services continue to experience additional pressure including increased referrals and service demands.

Of note, we were awarded £507,513 from the Tampon Tax Fund in 2021/22 for our Sector Strength Cymru project. This funding was onward granted to nine member services to enable new projects ranging from survivor participation work and community support programmes, through to a new dispersed refuge unit. These projects were completed in 2022/23.

During 2022/23 we were awarded £2,564,700 for projects relating to Children Effected by Domestic Abuse. The funding is predominantly for frontline member services provision and ends in March 2025.

##### **Data protection**

In 2022/23 we continued our work to maintain the highest standard of data protection and compliance with the GDPR legislation. To that end all staff have received annual GDPR training, we carried out an annual data audit and our Data Protection Working Group meets quarterly to address any improvements or new requirements. New legislation is due in 2023/24.

##### **Preventing violence against women, domestic abuse and sexual violence from happening in the first place.**

##### **Website and Social Media:**

Welsh Women's Aid continues to conduct a mixture of online and in person events, taking advantage of the accessibility and ease of online events, which have been massively expanded both in this organisation and in wider society after COVID-19. WWA increased our online and social media presence across all platforms. Posts receiving high levels of engagement included "Non-Fatal Strangulation", "Maybe she's not that into you" and "Big Give Fundraiser". We continued our Let's Talk About series of awareness raising activities including Instagram Lives and other social media activities. We continued to promote the Live Fear Free Helpline and highlight local specialist services.

##### **Events:**

This year, we organised a number of intersectional events including grassroots artists to develop artwork that depicts the impact of sexual harassment on women and girls, informative events for BAME women and their children, gypsy and travellers community and a trans-inclusion project to promote specialist support services and the Live Fear Free Helpline.

##### **Campaigns:**

Our high-profile awareness campaigns focused on survivor wellbeing to mark the International Day to Eliminate Violence against Women and the preceding 16 Days of Activism helped generate additional participation in our other major campaign, the Big Give campaign. The Big Give Campaign involved our 100+ survivor network generating media communications that highlighted the needs of survivors in Wales, raising both awareness and money. We also delivered initiatives for Sexual Violence Awareness Week, Pride Month, Responsible Journalism and "Maybe she's not that into you" public sexual harassment.



# Welsh Women's Aid

## Company Limited by Guarantee

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

#### Year ended 31 March 2023

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

###### Business Engagement:

In 2022/23, in line with our Change that Lasts, needs led approach ensured that organisations received a tailored experience with Welsh Women's Aid. This resulted in businesses being connected with different areas of our work depending on their needs, skill set and resources. We had four active Organisational Supporters within this timeframe. Other organisations opted for other routes and were referred on to different areas of the organisation such as fundraising and training. We also ran a webinar on 'How Employers can stand with survivors' which received incredibly positive feedback, with event attendees rating their confidence in 'knowledge of how employers and workplaces can stand with survivors' as a 3/10 before vs a 7/10 after this introductory webinar.

###### Children and Young People:

WWA secured funding from the Home Office to develop the Change that Lasts whole systems approach for children and young people including provision of trauma-informed, needs-led, strengths-based support services by our local member services and community-based prevention programme, Ask Me.

WWA carried out a literature review and research project looking at trauma informed service provision for children and young people effected by VAWDASV in Wales. Children and Young People workers were interviewed to understand their experiences and the gaps in provision and services in Wales. This has culminated in our published report entitled 'Forgotten Youth: Gaps in Service Provision for Children and Young People'.

We continued to offer expertise and information when called upon relating to the Relationships and Sex Education implementation in Wales. We liaised with the Welsh Government's Education department around the cultural concerns the policy was raising, specifically around supporting trans, non-binary and gender questioning children, to develop supplementary guidance.

Change that Lasts - Whole Systems Model for Prevention, Response and Support for VAWDASV: We have continued to work to deliver the Change That Lasts model with our colleagues across Wales extending the approach from Cardiff and the Vale of Glamorgan, Western Bay, Cwm Taff and North Wales. Evaluation of the Change that Lasts approach demonstrated encouraging outcomes for primary prevention in communities, learning opportunities for trusted professionals interested in improving their response to survivors and specialist support services for survivors and perpetrators of violence against women.

The Ask Me Community includes 100 members who signposted 233 survivors to specialist support, spoke to 1,006 community members and reached 7,437 people on social media during this year. WWA's Inclusion Project, recruiting three community engagement officers to engage with the Trans, Deaf and BME communities to review Ask Me training materials and ensure they are relevant to the lived experiences of these communities.

15 Trusted Professional events were run in the year, with 118 delegates attending from both public and third sectors from across the South Wales area.

CLEAR was designed to address a gap in provision for men who in the past, have had little or no intervention and struggle to understand or describe their abusive behaviour. These men may identify that there is 'a problem' within their intimate relationships and are motivated to change but are not yet disclosing or taking responsibility for their abusive behaviour. CLEAR is available in Cardiff and the Vale, Neath Port Talbot, and will soon be rolled out in Cwm Taff. 71 referrals were received during the year.

# **Welsh Women's Aid**

## **Company Limited by Guarantee**

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

#### **Year ended 31 March 2023**

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

Running in parallel with CLEAR, has been the Integrated Specialist Survivor (ISS) support for current/ex-partners and their children. Partners/ex-partners of men attending CLEAR are referred onto specialist survivor services which offers needs-led, strengths based, trauma informed support.

##### **Bystander Intervention Initiative:**

This initiative empowers communities to intervene proactively to stop gender-based violence and abuse. The programme is based on Social Norms Theory and intends to help students identify problematic situations, assume responsibility, and intervene safely. This year, Bystander Intervention Training was delivered to 112 (40% increase on the previous year). We also developed and ran a Bystander Intervention Train the Trainer, which was delivered to 16 learners including students and university staff from across Wales.

##### **Ensuring provision of quality services for survivors that build on strengths, meet needs and reduce the harmful effects of abuse over time.**

##### **WWA Specialist VAWDASV Service Membership:**

WWA has established regular membership meetings to provide ongoing peer support. These aim to identify issues in the wider sector, offer support, escalate concerns to Welsh Government and to focus on specific areas of work, such as the Renting Homes Act and supporting survivors with No Recourse to Public Funds (NRPF). It also allows us to gather anecdotal evidence from specialist services to inform policy or other meetings.

11 member meetings were held in the year including content-driven meetings on designated topics of interest including 2 Renting Homes Act forums, 4 Children and Young People forums and 52 Key Lead meetings.

This year we have facilitated workshops, seminars and practice development sessions, largely aimed at members but for some events other organisations also participated. Subjects included: Workplace Harassment and Domestic Abuse, Companion Animals and Domestic Abuse, Supporting Survivors with No Recourse to Public Funds, Needs-Led Strength-Based Trauma-informed Practice, Renting Homes Act and Responding to Deaf Survivors. This is not an exhaustive list but highlights the variety of member training work we undertake.

Capacity building for frontline services within the sector is a vital aspect of WWA's work. We are proud of all the work undertaken this year, as we have continued to support our member organisations with consultancy and staff support, grant funding bids, preparation for NQSS assessment, effective engagement with Survivors, social media, monitoring and evaluation, website development and marketing.

Other work within our membership team has focused on sexual violence and exploitation. It has remained ongoing into 2023-24 with the Violence Prevention Unit (VPU) and other specialist organisations to review data monitoring, specifically relating to sexual exploitation. This work had begun in 2022/23 with FOI requests to Local Authorities, Policing Areas and Health Boards, with the information to be collated into a report and recommendations to be made as part of the All-Wales Operational Group for Sexually Exploited Women work plan. The group met 4 times culminating in a virtual event called Defining Adult Sexual Exploitation: Reducing stigma and raising awareness.

## **Welsh Women's Aid**

### **Company Limited by Guarantee**

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

#### **Year ended 31 March 2023**

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

##### **National Quality Service Standards:**

In the year we updated NQSS to include recommendations from Race Council Cymru and updated Assessors Guidance Manual and report framework for clarity and improved usability. At the end of the previous financial year we aligned standards with IAQF (implementation of new standards launch event 31st March 2022). Two members services successfully gained accreditation on the new standards, whilst we currently have one member going through this cycle. The NQSS Panel member handbook was developed and our Head of Services and Survivor Engagement wrote to commissioners within LA's, PCC's, Health to highlight how standards improve overall service delivery.

##### **Fundraising-Focussed Support:**

Our quarterly Fundraising Network meetings saw increasing attendance during 2022/23. We also used this forum to host a session with WCVA focused on the development of an action plan that will lead to improved, and better coordinated fundraising support in Wales. During the year, we continued to provide a fortnightly round-up of funding opportunities as well as respond to individual support requests from members. Support activities included providing letters of support in respect of funding applications, sharing useful fundraising templates, making introductions to potential supporters, co-ordinating gift in kind donations, and conducting research on project-specific funding options.

##### **Live Fear Free Helpline:**

2022/23 year has been the first year under the new Welsh Government contract and the implementation of new call handling and data management systems, producing more detailed data about those who contact the helpline. This has meant that the data is not directly comparable to the previous year. However, the new system has meant that responding to ad hoc topical enquiries has been far simpler. The Helpline worked in partnership with Rape Crisis England and Wales to implement the Home Office funded Rape and Sexual Abuse Support Helpline.

The Live Fear Free Helpline recorded 34,348 incoming and outgoing contacts during the year. This consisted of 18,432 incoming calls, 11,076 outgoing calls, 2,822 webchats, 876 emails, 655 SMS threads and 487 voicemails. The strike rate (rate of incoming calls answered within 30 seconds) remained at 95.6% throughout the year, demonstrating the remarkably high pick up of calls. We continue to organise the helpline advocates shifts to maintain coverage during peak times so the helpline is staffed to meet caller demand.

Talk time and call handling time increased by more than 60% throughout the year, which reflects the complexity of calls that advocates are dealing with. Having increased significantly during the Covid Pandemic, safeguarding referrals reduced in 2022/23 from 63 to 39, however this is still higher than pre-pandemic levels.



## **Welsh Women's Aid**

### **Company Limited by Guarantee**

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

#### **Year ended 31 March 2023**

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

##### **National Training Partnership:**

The Welsh Women's Aid Training Centre of Excellence provides accredited and non-accredited training courses delivered by expert and specialist trainers from the VAWDASV sector in Wales.

The team continued working to develop online training whilst delivering in person where conditions allowed. In the year we delivered training and accredited continuous professional development (CPD) courses to 2251 practitioners in 22 different areas of violence against women, domestic abuse, and sexual violence courses - this was a 27% increase from the previous year.

We developed three new courses in response to member services requests including How to Advocate Effectively for VAWDASV Survivors, Intersectionality in Leadership and Understanding Economic Abuse.

We reviewed our eLearning training offer and developed an additional content bringing the number of courses available to 8 and we began developing a new learner management system (Moodle).

Across the year, we trained learners from across our membership of specialist services, practitioners across public service and third sector, Police and Probation. We were also successful in securing the continuation of Welsh Government National Training Framework Contracts for Ask and Act and Strategic Leaders.

WWA delivered Level 3 Certificate in Preventing and Tackling Domestic and Sexual Abuse to learners across Wales. The Level 3 certificate is a nationally recognized qualification endorsed by the Home Office as suitable for an IDVA (Independent Domestic Violence Advisor) role. In addition, staff from member organisations were able to access Independent sexual Violence Adviser (ISVA) training.

#### **Creating effective partnerships with survivors, specialist services and others to strengthen our movement to achieve change that lasts.**

##### **Welsh Women's Aid Federation:**

Welsh Women's Aid is a federation of specialist services, survivors, campaigners and allies across Wales. Some of our member services are small local specialist providers and others are regional or national in their scope. The support provided by these organisations is diverse and includes delivery of refuge-based support, rape crisis support, community and outreach support for women, children and young people, and men across Wales.

Despite their vital importance, many of our services operate in an uncertain environment having to compete for funding that is often delivered in short-term yearly cycles. Welsh Women's Aid provide bespoke assistance to each of our 20 members to ensure that their vital work continues uninterrupted and unburdened by external restrictions.

## **Welsh Women's Aid**

### **Company Limited by Guarantee**

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

#### **Year ended 31 March 2023**

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

Some of the ways in which we did this in 2022-23 are:

- Access to National Quality Service standards
- Members' meetings, workshops and practice sessions
- Access to information via newsletters, policy updates, funding and networking opportunities, and research requests
- Recruitment support
- Representation of our Members with regard to changes in legislation and government policy. A key focus throughout this year has been on housing and the impact of the Welsh Government's Renting Homes Act, highlighting the negative impact of the Renting Homes Act Wales on survivors and services.
- Capacity Building Programme for frontline services within the sector. This year, we have continued to support our member organisations with consultancy and staff support, grant funding bids, preparation for NQSS assessment, effective engagement with Survivors, sexual violence and exploitation and monitoring and evaluation.
- Fundraising Network Group providing support to members through meetings for fundraisers to facilitate peer support, shared knowledge and best practice, funding updates, application advice and access to corporate and other donations.

#### **Survivor Participation:**

WWA has over 100 survivors in the Survivors Network, providing survivors who have escaped abusive situations with vital support from peers, as well as enabling them to take part in a range of activities to improve service provision, influence policy and raise awareness with the wider population and media.

Survivors in the Survivors Network have the opportunity to respond to policy or research consultations where they can use their lived experience expertise to give valuable input and insight. Contributions from the Survivor Network during 2022/23 included consultations on Home Office Perpetrator Standards, Welsh VAWDASV Strategy, Unwanted contact from prisoners, Domestic Violence Disclosure Scheme - Draft statutory guidance, Women's experiences of the CJS in Wales, Home Office consultation on creating a public offence of sexual harassment, Draft Asylum Seekers, Refugees, and Migrants Mental Health working group proposal.

The Survivors Network took part in research with The Disability Trust that examines Brain Injuries in the context of domestic abuse, research including service provisions in A&E and the Senedd Committee on prevalence of gender-based violence.

The Survivors Network also aims to have a wide-reaching impact on those who are part of it including, training for survivors of abuse to re-enter the workplace for those with language barriers and assistance with the development of training packages for front line workers and other professionals. 4 survivors from the Network took up roles within the Sector.

Awareness raising activity included Polish community, Fighting with Pride members and community

# **Welsh Women's Aid**

## **Company Limited by Guarantee**

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

#### **Year ended 31 March 2023**

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

hubs in South Wales, internationally attending a WAVE conference in Prague where they met with a Latvian Survivors Group who shared experiences and delivered a workshop named 'Engaging with Survivors' to survivors and professionals from 37 countries.

VAWDASV partnership work to influence the National Agenda:

In the last year, we have continued raising our profile and the profile of Welsh survivors both in Westminster and in the Senedd. The continuation of online working allowed us to attend more meetings than was possible prior to the pandemic. As in previous years, we have engaged with organisations such as the Home Office, the Ministry of Justice, Crown Prosecution Service, Probation and Police services in Wales and across the UK.

We continue to work with colleagues from across devolved and non-devolved public and specialist sectors to plan and implement an effective post-COVID-19 response and joined national partners to shape the development of the Welsh Government's new VAWDASV Strategy and the new UK VAWG strategy.

Welsh Women's Aid worked in close partnership with UK-wide VAWDASV organisations this year, attending meetings with the Domestic Abuse Commissioner to provide data and feedback on the needs of survivors and specialist services in Wales.

We collaborated with sister organisations in England to respond to the introduction of the Domestic Abuse Act. We represent the VAWDASV Sector in Wales to advise non-devolved agencies in the Criminal Justice System (police, CPS and Courts) and devolved agencies in Wales to improve their practice and response to VAWDASV. We continue to work alongside EVAW, Rape Crisis and Imkaan as well as Women's Aid Federations to build capacity of the specialist sector to respond to increased demand and awareness.

Welsh Women's Aid has continued to support the Welsh Government VAWDASV response by providing advice on the implementation of the new VAWDASV Strategy for Wales, the need to provide an effective response for survivors with No Recourse to Public Funds and feedback on the latest campaign concepts.

Throughout this year, we have taken part in both online and in-person events, ensuring representation for specialist services in Wales across several stakeholder meetings with Welsh Government, Ministry of Justice, Home Office, and Policing. We have informed the development of initiatives and campaigns such as 'No Grey Area', 'Women for Women Refugees', '16 Days of Activism', and 'Call Out Only', as well as taking part in activism surrounding International Women's Day and Sexual Violence Awareness Week. Regular monthly Live Fear Free Helpline data is shared with stakeholders across Welsh Government, UK Government, Policing, and Public Health.

# **Welsh Women's Aid**

## **Company Limited by Guarantee**

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

#### **Year ended 31 March 2023**

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

WWA continued to engage with the Relationships and Sex Education (RSE) working group providing VAWDASV expertise on the drafting of the RSE Code and worked with NSPCC, Stonewall Cymru, Cardiff University and Brook Cymru, and engaged BAWSO and Ethnic Minorities & Youth Support Team to produce a briefing for MSs on RSE and the curriculum bill.

##### **Research, National Data Gathering and Reporting:**

We continued to collect and collate data from our members on a quarterly basis to inform service development and support funding applications and campaigns. This year, instead of our annual State of the Sector report, WWA produced a report using membership, Live Fear Free Helpline and survivor data, as well as sector specific salary data to detail how numerous economic, social, and political factors are intersecting to create a 'perfect storm', which is hindering service delivery. It highlights how Covid-19, Brexit, high service demand, a lack of sustainable funding and the Cost-of-Living crisis are impacting frontline workers and those that seek help.

We have contributed to and are on the core working group for the newly established VAWDASV Research Network launched by the University of South Wales and we are participants in and members of the core working group for a Group Concept Mapping (GCM) study which aims to set out the VAWDASV research priorities for Wales.

We supported at least 33 researchers from Wales and across the UK including academics from University of Cambridge, University of South Wales University. As part of this, we support students with recruitment, access to data, and provide guidance on conducting ethical research projects with survivors and stakeholders from the sector.

Throughout the year, we collected a variety of feedback and views from staff, survivors, professionals, and services. We provided feedback and national data from Wales for external reports including Office for National Statistics Domestic Abuse in England and Wales Overview; WAVE 2020/21 national and international reports; and Wales Violence Prevention Unit Quarterly Publication.

##### **Intersectionality and Inclusion:**

Welsh Women's Aid has continued its internal Intersectional Action Group throughout 2022/23, aiming to address intersectional barriers in the VAWDASV sector, particularly those that impact individuals facing multiple disadvantage. The group continues to scrutinise internal procedures and policies, and work maintain a collaborative Glossary of Terms.

Specific intersectional and equality work in 2022/23 included Sexually Exploited Women, the impact of the Renting Homes Act on women's refuges, Deaf Community, Autism and Neurodiversity, Racial discrimination (No Recourse to Public Funds, Supporting Migrants) in partnership with Bawso, LGBT\* Pride celebrations and RSE implementation.

# Welsh Women's Aid

## Company Limited by Guarantee

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

#### Year ended 31 March 2023

##### Financial review

In 2022/23 the organisation had an in year deficit of £16,856. Restricted funds decreased by £15,084. As at 31 March 2023 the charity reported retained funds of £1,131,454. Represented by; £759,551 of unrestricted funds and £371,903 of restricted funds.

Trustees have designated £108,000 reserves for development activities required to achieve the charity's objectives, made up of:

	2023 £
Sector Apprenticeship Scheme Development	40,000
Training Course Development	20,000
Maternity Cover	8,000
Marketing Change That Lasts Approach	10,000
Strategic Review	15,000
Research Project	15,000
	<u>108,000</u>

The majority of the organisation's income is grant funded and we recognise the need to build a suitable level of reserves to meet the needs of the charity. We have a Reserves Policy which assesses the level of unrestricted reserves required to meet costs of closure, foreseeable exceptional expenditure and temporary reductions in funding. The current level of unrestricted reserves are adequate to meet the Reserves Policy.

The Welsh Government is the principal funder providing 39% of the charity's income for continuing operations. The remaining income is from a variety of sources including donations, member subscriptions, foundations and other public sector bodies.

We'd like to take this opportunity to thank our funders, members, donors and organisational supporters for the contributions they make to the important work we do with particular recognition to the survivors, ambassadors and allies without whom our objective of eradicating violence against women in all its forms, would not be possible.

# **Welsh Women's Aid**

## **Company Limited by Guarantee**

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

#### **Year ended 31 March 2023**

#### **PLANS FOR FUTURE PERIOD 2023/24**

2023/24 will be the fifth year of our 5 Year Strategy delivery and we will work with our members, survivors and stakeholders to create the next 5 Year Strategy. We will continue with our work to promote the social and cultural change needed to end violence against women, domestic abuse and sexual violence, that unites us with our funders, supporters, and the communities we serve. Our national federation has a shared vision, value-base and approach, and investment into a federated structure provides the combined impact of individual charities with the benefit of collective impact, resilience and strength as a movement. Together, we provide a strong, well-developed and cohesive programme of local, regional and national work that benefits survivors and creates a safer, healthier, more equal and violence-free future for everyone.

Our Strategy and delivery align with the Well-being of Future Generations framework in Wales by adopting a long-term approach that focuses on prevention, prioritising collaboration and integration, and centring the involvement of survivors, members, services and stakeholders.

In 2023/24 our work will continue to focus on our strategic priorities:

- Preventing violence against women, domestic abuse and sexual violence from happening in the first place
- Ensuring provision of quality services for survivors that build on strengths, meet needs and reduce the harmful effects of abuse over time
- Creating effective partnerships with survivors, specialist services and others to strengthen our movement to achieve change that lasts

Our priorities for 2023/24 will be to ensure:

That violence against women, domestic abuse and sexual violence remains a top priority for government during and following the Covid-19 Pandemic regardless of the risks of economic downturn, future surges in demand and any impact of cost of living increases or geopolitical impact.

Internally, we will also work to ensure our overall efficiency and effectiveness is improved, we lead on evidence-based services, our capacity, fundraising and supporter base is increased, we enhance and improve delivery and impact of direct services, and strengthen our internal and external communications.

This will include, for example, providing member services with bespoke support and making sure that survivors get the help and support they need, through providing training, guidance and toolkits, that support professionals to provide effective and appropriate responses to survivors; and using our influence and networks to ensure survivors voices are heard and remain at the centre of any existing or developing interventions.

We will continue to support implementation of the Violence Against Women, Domestic Abuse and Sexual Violence Act including the Welsh Government VAWDASV Strategy and Blueprint for Change.

# **Welsh Women's Aid**

## **Company Limited by Guarantee**

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

#### **Year ended 31 March 2023**

We will continue to campaign for a strong and effective VAWG Strategy for England and Wales following the Domestic Abuse Act 2020 and with our sister federations in the UK maintain pressure on the criminal justice system to better respond to allegations and prosecution of crimes related to violence against women and girls.

We will continue to monitor the risks related to leaving the EU and to ensure negative impacts are mitigated and prioritised by government and commissioners.

Will continue to advocate to ensure Wales's strategy, legislation and international convention requirements are delivered. We will be ensuring that the diverse interests and experiences of our member services and of survivors remain at the centre of any approach to improve practice and prevent violence and abuse to ensure that no woman is left behind.

#### **Trustees' responsibilities statement**

The trustees, who are also directors for the purposes of company law, are responsible for preparing the trustees' 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 charity trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charitable company and the incoming resources and application of resources, including the income and expenditure, 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 applicable Charities SORP;
- make judgments and accounting estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity 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 charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.



## Welsh Women's Aid

### Company Limited by Guarantee

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

**Year ended 31 March 2023**

#### Auditor

Each of the persons who is a trustee at the date of approval of this report confirms that:

- so far as they are aware, there is no relevant audit information of which the charity's auditor is unaware; and
- they have taken all steps that they ought to have taken as a trustee to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of that information.

The auditor is deemed to have been re-appointed in accordance with section 487 of the Companies Act 2006.

The trustees' annual report was approved on 16-11-23 and signed on behalf of the board of trustees by:

K Palmer - Chair



H Kell – Deputy Chair/ Treasurer





# **Welsh Women's Aid**

## **Company Limited by Guarantee**

### **Independent Auditor's Report to the Members of Welsh Women's Aid**

#### **Year ended 31 March 2023**

##### **Opinion**

We have audited the financial statements of Welsh Women's Aid (the 'charity') for the year ended 31 March 2023 which comprise the statement of financial activities (including income and expenditure account), statement of financial position, statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 March 2023 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with the requirements of the Companies Act 2006.

##### **Basis for opinion**

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

##### **Conclusions relating to going concern**

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

# **Welsh Women's Aid**

## **Company Limited by Guarantee**

### **Independent Auditor's Report to the Members of Welsh Women's Aid *(continued)***

#### **Year ended 31 March 2023**

##### **Other information**

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

##### **Opinions on other matters prescribed by the Companies Act 2006**

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' report has been prepared in accordance with applicable legal requirements.

##### **Matters on which we are required to report by exception**

In the light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to take advantage of the small companies' exemptions from the requirement to prepare a strategic report.

## **Welsh Women's Aid**

### **Company Limited by Guarantee**

#### **Independent Auditor's Report to the Members of Welsh Women's Aid** *(continued)*

#### **Year ended 31 March 2023**

##### **Responsibilities of trustees**

As explained more fully in the trustees' responsibilities statement, the trustees (who are also the directors for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

# **Welsh Women's Aid**

## **Company Limited by Guarantee**

### **Independent Auditor's Report to the Members of Welsh Women's Aid** *(continued)*

#### **Year ended 31 March 2023**

##### **Auditor's responsibilities for the audit of the financial statements**

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

- By enquiring with senior management and those charged with governance all area of risk identified were considered and any potential litigation or claim, if any, were noted
- Ensuring by enquiry that there were no issues of non-compliance with laws and regulations relating to tax and compliance
- By obtaining an understanding of the company's policies and procedures on compliance with laws and regulations, and with best accounting practice
- Noting issues discussed with Directors and the Senior Management Team as this relates to risks faced by the company
- Reviewing information received from the company's solicitors, if any and discussing their contents with the Directors
- Reviewing disclosures in the financial statements and testing to supporting documentation to assess compliance with applicable laws and regulations
- Auditing the risk of management overrides of controls including testing journal entries and other adjustments for appropriateness and evaluating the business rationale of significant transactions outside the normal course of business

Through these procedures, we did not become aware of actual or suspected non-compliance.

## **Welsh Women's Aid**

### **Company Limited by Guarantee**

#### **Independent Auditor's Report to the Members of Welsh Women's Aid *(continued)***

##### **Year ended 31 March 2023**

As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the charity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

## **Welsh Women's Aid**

### **Company Limited by Guarantee**

#### **Independent Auditor's Report to the Members of Welsh Women's Aid** *(continued)*

#### **Year ended 31 March 2023**

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

#### **Use of our report**

This report is made solely to the charity's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charity's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's members as a body, for our audit work, for this report, or for the opinions we have formed.



Jonathan Rhodes BSc BFP FCA (Senior Statutory Auditor)

For and on behalf of  
Walter Hunter & Co Limited  
Chartered accountants & statutory auditor  
24 Bridge Street  
Newport  
South Wales  
NP20 4SF

16 Nov 2023

# Welsh Women's Aid

## Company Limited by Guarantee

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

Year ended 31 March 2023

		Unrestricted funds £	2023 Restricted funds £	Total funds £	2022 Total funds £
	Note				
<b>Income and endowments</b>					
Donations and legacies	5	70,742	–	<b>70,742</b>	64,880
Charitable activities	6	217,309	2,943,278	<b>3,160,587</b>	3,024,549
Other trading activities	7	71,236	–	<b>71,236</b>	55,602
Other income	8	–	–	–	512
<b>Total income</b>		<u>359,287</u>	<u>2,943,278</u>	<u><b>3,302,565</b></u>	<u>3,145,543</u>
<b>Expenditure</b>					
Expenditure on charitable activities	9,10	376,143	2,943,278	<b>3,319,421</b>	3,087,975
<b>Total expenditure</b>		<u>376,143</u>	<u>2,943,278</u>	<u><b>3,319,421</b></u>	<u>3,087,975</u>
<b>Net (expenditure)/Income</b>		<u>(16,856)</u>	<u>–</u>	<u>(16,856)</u>	<u>57,568</u>
Transfers between funds		15,084	(15,084)	–	–
<b>Net movement in funds</b>		<u>(1,772)</u>	<u>(15,084)</u>	<u>(16,856)</u>	<u>57,568</u>
<b>Reconciliation of funds</b>					
Total funds brought forward		761,323	386,987	<b>1,148,310</b>	1,090,742
<b>Total funds carried forward</b>		<u>759,551</u>	<u>371,903</u>	<u><b>1,131,454</b></u>	<u>1,148,310</u>

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

The notes on pages 28 to 48 form part of these financial statements.

# Welsh Women's Aid

## Company Limited by Guarantee

### Statement of Financial Position

31 March 2023

	Note	2023 £	2022 £
<b>Fixed assets</b>			
Tangible fixed assets	17	371,903	398,594
<b>Current assets</b>			
Debtors	18	768,197	473,869
Cash at bank and in hand		870,197	1,610,760
		<u>1,638,394</u>	<u>2,084,629</u>
<b>Creditors: amounts falling due within one year</b>	19	<u>878,843</u>	<u>1,311,768</u>
<b>Net current assets</b>		<u>759,551</u>	<u>772,861</u>
<b>Total assets less current liabilities</b>		<u>1,131,454</u>	<u>1,171,455</u>
<b>Creditors: amounts falling due after more than one year</b>	20	—	23,145
<b>Net assets</b>		<u>1,131,454</u>	<u>1,148,310</u>
<b>Funds of the charity</b>			
Restricted funds		371,903	386,987
Unrestricted funds		759,551	761,323
<b>Total charity funds</b>	23	<u>1,131,454</u>	<u>1,148,310</u>

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

These financial statements were approved by the board of trustees and authorised for issue on 16-11-23, and are signed on behalf of the board by:

K Palmer - Chair  
Trustee

H Kell - Deputy Chair/ Treasurer  
Trustee

The notes on pages 28 to 48 form part of these financial statements.



# Welsh Women's Aid

## Company Limited by Guarantee

### Statement of Cash Flows

Year ended 31 March 2023

	2023 £	2022 £
<b>Cash flows from operating activities</b>		
Net (expenditure)/income	(16,856)	57,568
<i>Adjustments for:</i>		
Depreciation of tangible fixed assets	34,760	32,851
Interest payable and similar charges	108	102
Accrued expenses	104,913	9,619
<i>Changes in:</i>		
Trade and other debtors	(294,328)	99,950
Trade and other creditors	(560,983)	411,598
Cash generated from operations	(732,386)	611,688
Interest paid	(108)	(102)
Net cash (used in)/from operating activities	(732,494)	611,586
<b>Cash flows from investing activities</b>		
Purchase of tangible assets	(8,482)	(12,417)
Proceeds from sale of tangible assets	413	62
Net cash used in investing activities	(8,069)	(12,355)
<b>Net (decrease)/increase in cash and cash equivalents</b>	(740,563)	599,231
Cash and cash equivalents at beginning of year	1,610,760	1,011,529
Cash and cash equivalents at end of year	870,197	1,610,760

The notes on pages 28 to 48 form part of these financial statements.

# **Welsh Women's Aid**

## **Company Limited by Guarantee**

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

#### **Year ended 31 March 2023**

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

The charity is a public benefit entity and a private company limited by guarantee, registered in England and Wales and a registered charity in England and Wales. The address of the registered office is Pendragon House, Caxton Place, Cardiff, CF23 8XE.

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

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)) and the Companies Act 2006.

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

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

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

The financial statements are prepared in sterling, which is the functional currency of the entity rounded to the nearest pound.

###### **Going concern**

A review of the organisation is undertaken annually in line with ISA (UK) 570 to assess the going concern status of the organisation. The assessment is undertaken as part of the budget setting process for the following year in the light of the forecast financial statements for the current year. The assessment considers key forecasts for income generation, expenditure, planned activities, risk register, cashflow, organisational performance, external factors and contingencies required to secure the future business operations of the organisation.

Trustees consider that, having reviewed the management assessment, that Welsh Women's Aid can be considered a going concern for the foreseeable future and that suitable risk mitigations and contingencies are in place.

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

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported. These estimates and judgements are continually reviewed and are based on experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

###### **Fund accounting**

The charity maintains a general unrestricted fund which represents funds which are expendable at the discretion of the trustees in furtherance of the objects of the charity. Such funds may be held in order to finance both working capital and capital investment.

Restricted funds have been provided to the charity for particular purposes, and it is the policy of the board of trustees to carefully monitor the application of those funds in accordance with the restrictions placed upon them.

Any proposed transfer between funds would be considered on the particular circumstances.

# Welsh Women's Aid

## Company Limited by Guarantee

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

#### Year ended 31 March 2023

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

##### Incoming resources

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

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

##### Resources expended

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

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

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

# **Welsh Women's Aid**

## **Company Limited by Guarantee**

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

#### **Year ended 31 March 2023**

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

##### **Tangible assets**

All fixed assets are initially recorded at cost.

##### **Depreciation**

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

Freehold Property	-	2% p.a. Straight Line basis
Equipment	-	25% p.a. Straight Line basis

##### **Impairment of fixed assets**

A review for indicators of impairment is carried out at each reporting date, with the recoverable amount being estimated where such indicators exist. Where the carrying value exceeds the recoverable amount, the asset is impaired accordingly. Prior impairments are also reviewed for possible reversal at each reporting date.

##### **Financial instruments**

A financial asset or a financial liability is recognised only when the entity becomes a party to the contractual provisions of the instrument.

Basic financial instruments are initially recognised at the amount receivable or payable including any related transaction costs, unless the arrangement constitutes a financing transaction, where it is recognised at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Current assets and current liabilities are subsequently measured at the cash or other consideration expected to be paid or received and not discounted.

##### **Defined contribution plans**

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided. Prepaid contributions are recognised as an asset to the extent that the prepayment will lead to a reduction in future payments or a cash refund.

# Welsh Women's Aid

## Company Limited by Guarantee

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

#### Year ended 31 March 2023

#### 4. Limited by guarantee

The charity is incorporated under the Companies Act 2006 and is limited by guarantee, each member having undertaken to contribute such amounts not exceeding one pound as may be required in the event of the company being wound up whilst he or she is still a member or within one year thereafter.

There are 20 members of the company (2022: 19 members).

#### 5. Donations and legacies

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Donations	57,592	—	57,592
Memberships	13,150	—	13,150
	<u>70,742</u>	<u>—</u>	<u>70,742</u>

During the year ended 31 March 2022 the charity received funding from Comic Relief in order that the membership fee could be waived for the year.

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Donations	64,366	—	64,366
Memberships	514	—	514
	<u>64,880</u>	<u>—</u>	<u>64,880</u>

During the year the charity received funding from Comic Relief in order that the membership fee could be waived for the year.

# Welsh Women's Aid

## Company Limited by Guarantee

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

Year ended 31 March 2023

#### 6. Charitable activities

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Services as part of direct charitable activities	62,789	—	62,789
Training income	30,541	—	30,541
Access to Work	—	3,930	3,930
ACE HUB Funding - CTL	—	48,591	48,591
ACE WG Funding - Membership	—	38,820	38,820
Bystander Intervention Training - Train the trainer	—	8,167	8,167
CAF Sector Resilience Project	—	197,634	197,634
Cheshire DA Matters training	—	19,206	19,206
Comic Relief - COVID-19 Emergency grant	—	—	—
CTL - Ask Me Cwm Taf	—	—	—
CTL - Ask Me Western Bay	—	—	—
CTL HUB	—	—	—
Direct service charges	—	—	—
Domestic Abuse Matters Training	—	—	—
Esmee Fairbairn COVID-19 Emergency grant	—	—	—
Esmee Fairbairn Foundation Funding	123,979	—	123,979
Home Office Children Affected by Domestic Abuse	—	437,193	437,193
Lincolnshire DA Matters training	—	50,634	50,634
National Emergencies Trust	—	—	—
Period Dignity Project	—	35,000	35,000
Rosa Justice & Equality fund - Sexual Harassment	—	—	—
Sandwell Bystander	—	4,175	4,175
Sexual Violence Helpline	—	71,923	71,923
South Wales PCC Bystander Interventions	—	16,452	16,452
South Wales PCC Change that Lasts Project	—	420,423	420,423
South Wales PCC DA Matters	—	31,356	31,356
South Wales PCC Support and Female Offending Blueprint (TRN)	—	117,912	117,912
South Wales PCC Survivor funding SEEdS	—	—	—
Swansea CBC Trusted Professional Training	—	20,000	20,000
Tampon Tax Sector Strength Cymru	—	79,267	79,267
Tesco coins in Wales and Groundworks	—	—	—
WCVA 3rd Sector Resilience Fund for Wales - Covid 19 Emergency Grant	—	31,254	31,254
Waterloo Foundation Ask Me	—	2,089	2,089
Welsh Government ACE funding	—	—	—
Welsh Government Ask & Act Training	—	42,650	42,650
Welsh Government Grant - Core Funding	—	661,386	661,386
Welsh Government Grant - Live Fear Free Helpline	—	525,924	525,924
Welsh Government - National Training Framework	—	19,290	19,290
Western Bay Ask Me	—	60,002	60,002
	<u>217,309</u>	<u>2,943,278</u>	<u>3,160,587</u>

# Welsh Women's Aid

## Company Limited by Guarantee

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

Year ended 31 March 2023

#### 6. Charitable activities *(continued)*

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Services as part of direct charitable activities	7,409	—	7,409
Training income	70,441	—	70,441
Access to Work	—	—	—
ACE HUB Funding - CTL	—	15,140	15,140
ACE WG Funding - Membership	—	—	—
Bystander Intervention Training - Train the trainer	—	—	—
CAF - Sector Resilience Project	—	157,956	157,956
Cheshire DA Matters training	—	—	—
Comic Relief - COVID-19 Emergency grant	—	39,543	39,543
CTL - Ask Me Cwm Taf	—	19,000	19,000
CTL - Ask Me Western Bay	—	64,000	64,000
CTL - HUB	—	40,000	40,000
Direct service charges	901	—	901
Domestic Abuse Matters Training	—	40,254	40,254
Esmee Fairbairn COVID-19 Emergency grant	—	4,488	4,488
Esmee Fairbairn Funding	26,021	—	26,021
Home Office Children Affected by Domestic Abuse	—	—	—
Lincolnshire DA Matters training	—	—	—
National Emergencies Trust	—	111,104	111,104
Period Dignity Project	—	—	—
Rosa Justice & Equality fund - Sexual Harassment	—	12,370	12,370
Sandwell Bystander	—	—	—
Sexual Violence Helpline	—	—	—
South Wales PCC Bystander Interventions	—	—	—
South Wales PCC Change that Lasts Project	—	453,124	453,124
South Wales PCC DA Matters	—	—	—
South Wales PCC Support and Female Offending Blueprint (TRN)	—	28,088	28,088
South Wales PCC Survivor funding SEEdS	—	5,362	5,362
Swansea CBC Trusted Pro DA Matters	—	—	—
Tampon Tax Sector Strength Cymru	—	450,238	450,238
Tesco coins in Wales and Groundworks	—	8,501	8,501
WCVA 3rd Sector Resilience Fund for Wales - Covid 19 Emergency Grant	—	61,326	61,326
Waterloo Foundation Ask Me	—	—	—
Welsh Government ACE funding	—	21,180	21,180
Welsh Government Ask & Act Training	—	81,339	81,339
Welsh Government Grant - Core Funding	—	631,419	631,419
Welsh Government Grant - Live Fear Free Helpline	—	653,162	653,162
Welsh Government - National Training Framework	—	22,183	22,183
Western Bay Ask Me	—	—	—
	<u>104,772</u>	<u>2,919,777</u>	<u>3,024,549</u>

# Welsh Women's Aid

## Company Limited by Guarantee

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

Year ended 31 March 2023

#### 7. Other trading activities

	Unrestricted Funds £	Total Funds 2023 £	Unrestricted Funds £	Total Funds 2022 £
Secondment of staff	70,236	70,236	55,602	55,602
Miscellaneous Income	1,000	1,000	—	—
	<u>71,236</u>	<u>71,236</u>	<u>55,602</u>	<u>55,602</u>

#### 8. Other income

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Job Retention Scheme Government Grant	—	—	—
	<u>—</u>	<u>—</u>	<u>—</u>
	—	—	—
	<u>—</u>	<u>—</u>	<u>—</u>

  

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Job Retention Scheme Government Grant	512	—	512
	<u>512</u>	<u>—</u>	<u>512</u>



# Welsh Women's Aid

## Company Limited by Guarantee

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

Year ended 31 March 2023

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

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Core Services	190,093	606,815	796,908
Training - External	43,440	—	43,440
ACE Hub - Ctl	—	75,069	75,069
Bystander Intervention Training: Train the trainer	—	8,167	8,167
Change That Lasts	—	—	—
Cheshire DA Matters training	—	17,285	17,285
CAF - Sector Resilience Project	—	188,338	188,338
Comic Relief	—	—	—
Esmee Fairbairn Foundation	125,235	—	125,235
Esmee Fairbairn - Covid	—	—	—
Home Office Children Affected by Domestic Abuse	—	432,379	432,379
Lincolnshire DA Matters Training	—	45,571	45,571
National Emergencies Trust	—	—	—
Period Dignity Project	—	35,000	35,000
Rape Crisis Sexual Violence Helpline	—	71,923	71,923
Rosa Justice & Equality Fund – Sexual Harassment	—	—	—
Sandwell Bystander	—	4,175	4,175
South Wales PCC Bystander Interventions	—	16,452	16,452
South Wales PCC DA Matters	—	24,843	24,843
South Wales PCC Change that lasts project	—	394,555	394,555
South Wales PCC Support and Female Offending Blueprint	—	109,321	109,321
South Wales PCC Funding SEEdS	—	—	—
Swansea CBC Trusted Professional Training	—	18,000	18,000
Tampon Tax Sector Strength Cymru	—	71,320	71,320
Tesco coins in Wales and Groundworks	—	—	—
WCVA 3rd sector resilience fund for Wales	—	30,433	30,433
Waterloo Foundation	—	1,089	1,089
Welsh Government Ask & Act Training	—	35,553	35,553
Welsh Government Bystander	—	—	—
Welsh Government Live Fear Free Helpline	—	489,821	489,821
Welsh Government National Training framework	—	19,290	19,290
Western Bay Ask Me	—	54,002	54,002
Support costs	17,375	193,877	211,252
	<u>376,143</u>	<u>2,943,278</u>	<u>3,319,421</u>

# Welsh Women's Aid

## Company Limited by Guarantee

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

#### Year ended 31 March 2023

	Unrestricted Funds	Restricted Funds	Total Funds 2022
	£	£	£
Core Services	19,375	613,753	633,128
Training - External	—	—	—
ACE Hub	—	7,175	7,175
Bystander Intervention Training: Train the trainer	—	—	—
Change That Lasts	—	134,598	134,598
Cheshire DA Matters training	—	—	—
CAF – Sector Resilience Project	—	145,573	145,573
Comic Relief	—	36,012	36,012
Esmee Fairbairn Foundation	26,022	—	26,022
Esmee Fairbairn Foundation - Covid	—	4,488	4,488
Home Office Children Affected by Domestic Abuse	—	—	—
Lincolnshire DA Matters Training	—	17,460	17,460
National Emergencies Trust	—	110,038	110,038
Period Dignity Project	—	—	—
Rape Crisis Sexual Violence Helpline	—	—	—
Rosa Justice & Equality Fund – Sexual Harassment	39,087	10,189	49,276
Sandwell Bystander	—	5,825	5,825
South Wales PCC Bystander Interventions	—	—	—
South Wales PCC DA Matters	—	—	—
South Wales PCC Change that lasts project	—	461,133	461,133
South Wales PCC Support and Female Offending Blueprint	—	28,086	28,086
South Wales PCC Funding SEEdS	—	5,362	5,362
Swansea CBC Trusted DA Matters	—	—	—
Tampon Tax Sector Strength Cymru	—	447,551	447,551
Tesco coins in Wales and Groundworks	—	8,501	8,501
WCVA 3rd sector resilience fund for Wales	—	50,261	50,261
Waterloo Foundation	—	—	—
Welsh Government Ask & Act Training	—	72,655	72,655
Welsh Government Bystander	—	16,969	16,969
Welsh Government Live Fear Free Helpline	—	605,084	605,084
Welsh Government National Training framework	—	20,500	20,500
Western Bay Ask Me	—	—	—
Support costs	12,953	189,325	202,278
	<u>97,437</u>	<u>2,990,538</u>	<u>3,087,975</u>

# Welsh Women's Aid

## Company Limited by Guarantee

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

Year ended 31 March 2023

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

	Activities undertaken directly £	Grant funding of activities £	Support costs £	Total funds 2023 £	Total fund 2022 £
Core Services	796,908	—	66,037	862,945	689,332
Training - External	43,440	—	9,839	53,279	—
ACE Hub	75,069	—	12,342	87,411	15,140
Bystander Intervention Training: Train the trainer	8,167	—	—	8,167	—
Change That Lasts	—	—	—	—	144,180
Cheshire DA Matters training	17,285	—	1,921	19,206	—
CAF – Sector Resilience Project	188,338	—	9,296	197,634	157,956
Comic Relief	—	—	—	—	39,543
Esmee Fairbairn Foundation	125,235	—	—	125,235	26,021
Esmee Fairbairn - Covid	—	—	—	—	4,488
Home Office Children Affected by Domestic Abuse	48,136	384,243	4,814	437,193	—
Lincolnshire DA Matters Training	45,571	—	5,063	50,634	17,460
National Emergencies Trust	—	—	—	—	111,104
Period Dignity Project	4,887	30,113	—	35,000	—
Rape Crisis Sexual Violence Helpline	71,923	—	—	71,923	—
Rosa Justice & Equality fund – Sexual Harassment	—	—	—	—	58,467
Sandwell Bystander	4,175	—	—	4,175	5,825
South Wales PCC Bystander Interventions	16,452	—	—	16,452	—
South Wales PCC DA Matters	24,843	—	6,513	31,356	—
South Wales PCC Change that lasts project	241,490	153,065	25,868	420,423	491,293
South Wales PCC Support and Female Offending Blueprint	109,321	—	8,591	117,912	28,086
South Wales PCC funding SEEDs	—	—	—	—	5,362
Swansea CBC Trusted DA Matters	18,000	—	2,000	20,000	—
Tampon Tax Sector Strength Cymru	71,320	—	7,947	79,267	450,238
Tesco coins in Wales and Groundworks	—	—	—	—	8,501
WCVA 3rd sector resilience fund for Wales	30,433	—	821	31,254	61,326
Waterloo Foundation	1,089	—	1,000	2,089	—
Welsh Government Ask & Act Training	35,553	—	7,097	42,650	81,339
Welsh Government Bystander	—	—	—	—	16,969
Welsh Government Live Fear Free Helpline	489,821	—	36,103	525,924	653,162
Welsh Government National Training framework	19,290	—	—	19,290	22,183
Western Bay Ask Me	1,803	52,199	6,000	60,002	—
	<u>2,488,549</u>	<u>619,620</u>	<u>211,252</u>	<u>3,319,421</u>	<u>3,087,975</u>

## Welsh Women's Aid

Company Limited by Guarantee

Notes to the Financial Statements (continued)

Year ended 31 March 2023

### 11. Analysis of support costs

	Core £	Training External £	ACE Cheshire Funding £	DA Matters £	CAF £	Home Office - Children Affected by Domestic Abuse £	Lincolnshire DA Matters Training £
Staff costs	40,000	4,300	–	1,921	4,532	4,814	5,063
Support costs - Other office costs	26,037	5,539	12,342	–	4,764	–	–
	<u>66,037</u>	<u>9,839</u>	<u>12,342</u>	<u>1,921</u>	<u>9,296</u>	<u>4,814</u>	<u>5,063</u>

  

	South Wales PCC	South Wales PCC	South Wales PCC	Swansea Tampon Tax Trusted Pro DA Matters £	WCVA 3rd Sector Resilience Fund for Wales £
Staff costs	6,513	19,000	8,591	2,000	–
Support costs - Other office costs	–	6,868	–	–	821
	<u>6,513</u>	<u>25,868</u>	<u>8,591</u>	<u>2,000</u>	<u>821</u>

## Welsh Women's Aid

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

### 11. Analysis of support costs *(continued)*

	Waterloo Foundation	Welsh Government Ask and Act training	Welsh Government Live Fear Helpline	Free Western Bay Ask Me	Total 2023	Total 2022
	£	£	£	£	£	£
Staff costs	1,000	6,100	22,499	6,000	138,784	149,422
Support costs - Other office costs	–	997	13,604	–	72,468	52,856
	<u>1,000</u>	<u>7,097</u>	<u>36,103</u>	<u>6,000</u>	<u>211,252</u>	<u>202,278</u>

# Welsh Women's Aid

## Company Limited by Guarantee

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

Year ended 31 March 2023

#### 12. Analysis of grants

	2023 £	2022 £
<b>Grants to institutions</b>		
Grants to member institutions - Tampon Tax Sector Strength Cymru	—	430,219
Grants to member institutions - Change that Lasts	205,264	202,756
Grants to institutions - Period Dignity Project	30,113	—
Grants to institutions - Home Office Children Affected by Domestic Abuse	384,243	—
<b>Total grants</b>	<b>619,620</b>	<b>632,975</b>

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

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

	2023 £	2022 £
Depreciation of tangible fixed assets	34,760	32,851
Loss on disposal of assets	—	—
Operating Leases	27,415	22,236
Audit fees (including VAT)	4,920	4,554

#### 14. Staff costs

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

	2023 £	2022 £
Wages and salaries	1,921,364	1,661,207
Social security costs	186,773	152,596
Employer contributions to pension plans	96,962	86,487
	<b>2,205,099</b>	<b>1,900,290</b>

The average head count of employees during the year was 79 (2022: 70). The average number of full-time equivalent employees during the year is analysed as follows:

	2023 No.	2022 No.
Administrative staff	15	13
Service delivery	48	43
	<b>63</b>	<b>56</b>

The number of employees whose remuneration for the year fell within the following bands, were:

	2023 No.	2022 No.
£60,000 to £69,999	1	1

#### Key Management Personnel

The key management personnel of the Charity are those persons having authority and responsibility for planning, directing and controlling the activities of the Charity, directly or indirectly, including any Trustee of the Charity. In addition to the Trustees, key management personnel includes 1 of the Principal Officers. Aggregate remuneration and benefits paid to key management personnel during the year amounted to £84,069 (2022: £80,067).

# Welsh Women's Aid

## Company Limited by Guarantee

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

#### Year ended 31 March 2023

#### 15. Trustee remuneration and expenses

No remuneration or other benefits from employment with the charity or a related entity were received by the trustees (2022: nil).

During the year there were expenses of £203 reimbursed to two trustees (2022: £228 one trustee).

#### 16. Transfers between funds

Net transfers detailed in note 23 relate to deficits made on certain projects during the year.

#### 17. Tangible fixed assets

	Freehold Property £	Equipment £	Total £
<b>Cost</b>			
At 1 April 2022	439,672	180,427	620,099
Additions	–	8,482	8,482
Disposals	–	(52,985)	(52,985)
<b>At 31 March 2023</b>	<b>439,672</b>	<b>135,924</b>	<b>575,596</b>
<b>Depreciation</b>			
At 1 April 2022	87,643	133,862	221,505
Charge for the year	8,793	25,967	34,760
Disposals	–	(52,572)	(52,572)
<b>At 31 March 2023</b>	<b>96,436</b>	<b>107,257</b>	<b>203,693</b>
<b>Carrying amount</b>			
<b>At 31 March 2023</b>	<b>343,236</b>	<b>28,667</b>	<b>371,903</b>
At 31 March 2022	352,029	46,565	398,594

#### 18. Debtors

	2023 £	2022 £
Trade debtors	421,499	445,422
Prepayments and accrued income	346,698	24,954
Other debtors	–	3,493
	<b>768,197</b>	<b>473,869</b>

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

	2023 £	2022 £
Trade creditors	342,029	544,812
Accruals and deferred income	479,167	723,181
Social security and other taxes	57,647	43,775
	<b>878,843</b>	<b>1,311,768</b>

# Welsh Women's Aid

## Company Limited by Guarantee

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

#### Year ended 31 March 2023

#### 20. Creditors: amounts falling due after more than one year

	2023 £	2022 £
WCVA -Third Sector Resilience Fund for Wales Phase 2 Scheme Loan	—	23,145

#### 21. Deferred income

	2023 £	2022 £
At 1 April 2022	610,260	612,990
Amount released to income	(610,260)	—
Amount deferred in year	261,333	(2,730)
<b>At 31 March 2023</b>	<b>261,333</b>	<b>610,260</b>

Grant funding included within Deferred income and accruals as at 31 March 2023:

	2023 £	2022 £
ACE Hub	—	48,591
CAF	27,610	36,394
Development work	—	27,676
Development work public affairs	7,332	12,669
Disabilities Trust	3,650	—
Esmee Fairbairn	—	123,979
Gwent Police open compass review	—	10,879
Sandwell Council	—	4,175
South Wales PCC Change that lasts project	81,654	92,334
South Wales PCC DA Matters	33,768	65,124
South Wales PCC Survivor funding SEEdS	—	85,912
South Wales PCC Female offending blueprint	—	—
South Wales PCC Support children and young people blueprint	20,000	—
South Wales PCC Ask Me	—	36,735
South Wales PCC Support grant	—	11,000
South Wales PCC Support and female offending blueprint	10,000	—
South Wales PCC Training	21,000	—
Thames Valley Police DA Matters	—	8,167
The Big Give	13,218	—
The Sam and Bella Charitable trust	20,000	—
Trusted Pro DA Matters	—	20,000
WCVA Third Sector Resilience Fund for Wales Phase 2 Grant	—	26,625
Waterloo Foundation	23,101	—
	<b>261,333</b>	<b>610,260</b>

#### 22. Pensions and other post retirement benefits

##### Defined contribution plans

The amount recognised in income or expenditure as an expense in relation to defined contribution plans was £96,962 (2022: £86,487).



# Welsh Women's Aid

## Company Limited by Guarantee

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

Year ended 31 March 2023

#### 23. Analysis of charitable funds

##### Unrestricted funds

	At 1 April 2022	Income	Expenditure	Transfers	At 31 March 2023
	£	£	£	£	£
Unrestricted	661,323	359,287	(376,143)	7,084	651,551
Designated	100,000	—	—	8,000	108,000
	<u>761,323</u>	<u>359,287</u>	<u>(376,143)</u>	<u>15,084</u>	<u>759,551</u>

##### Designated fund

Trustees have designated £108,000 reserves for development activities required to achieve the charity's objectives, made up of:

	£
Sector Apprenticeship Scheme Development	40,000
Training Course Development	20,000
Maternity Cover	8,000
Marketing Change That Lasts Approach	10,000
Strategic Review	15,000
Research Project	15,000
	<u>108,000</u>

	At 1 April 2021	Income	Expenditure	Transfers	At 31 March 2022
	£	£	£	£	£
Unrestricted	587,202	225,766	(97,437)	(54,208)	661,323
Designated	100,000	—	—	—	100,000
	<u>687,202</u>	<u>225,766</u>	<u>(97,437)</u>	<u>(54,208)</u>	<u>761,323</u>

##### Designated fund

Trustees have designated £100,000 reserves for development activities required to achieve the charity's objectives, Made up of:

	£
Website Development	25,000
Training Management System	30,000
Inclusive Resources	25,000
Anti-Racism Review/ Action Plan	20,000
	<u>100,000</u>

# Welsh Women's Aid

## Company Limited by Guarantee

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

#### Year ended 31 March 2023

#### 23. Analysis of charitable funds *(continued)*

Restricted funds					
	At 1 April 2022	Income	Expenditure	Transfers	At 31 March 2023
	£	£	£	£	£
ACE Hubs	—	87,411	(87,411)	—	—
Ask and Act Training	—	—	—	—	—
Bystander Intervention Train the trainer	—	8,167	(8,167)	—	—
CAF – Sector Resilience Project	—	197,634	(197,634)	—	—
Capital Equipment I.T.	34,958	—	—	(6,291)	28,667
Change That Lasts	—	—	—	—	—
Cheshire DA Matters training	—	19,206	(19,206)	—	—
Comic Relief	—	—	—	—	—
Core Services	—	665,316	(665,316)	—	—
Esmee Fairbairn - Covid	—	—	—	—	—
Home Office Children Affected by Domestic Abuse	—	437,193	(437,193)	—	—
Lincolnshire DA Matters Training	—	50,634	(50,634)	—	—
National Emergencies Trust	—	—	—	—	—
National Violence Against Women Centre of Excellence	352,029	—	—	(8,793)	343,236
Period Dignity Project	—	35,000	(35,000)	—	—
Rosa Justice and Equality Fund - Sexual Harassment	—	—	—	—	—
Sandwell Bystander	—	4,175	(4,175)	—	—
Sexual Violence Helpline	—	71,923	(71,923)	—	—
South Wales PCC Bystander Interventions	—	16,452	(16,452)	—	—
South Wales PCC Change that lasts project	—	420,423	(420,423)	—	—
South Wales PCC DA Matters	—	31,356	(31,356)	—	—
South Wales PCC Support and female offending blueprint	—	117,912	(117,912)	—	—
Swansea CBC Trusted professional	—	20,000	(20,000)	—	—
Tampon Tax - Sector Strength Cymru	—	79,267	(79,267)	—	—
Tesco coins in Wales and groundworks	—	—	—	—	—
WCVA 3rd Sector Resilience Fund for Wales - Covid 19 Emergency Grant	—	31,254	(31,254)	—	—
Waterloo Foundation	—	2,089	(2,089)	—	—
Western Bay - Ask Me	—	60,002	(60,002)	—	—
Welsh Government Ask & Act Training	—	42,650	(42,650)	—	—
Welsh Government Live Fear Free Helpline	—	525,924	(525,924)	—	—
Welsh Government National Training Framework	—	19,290	(19,290)	—	—
	<u>386,987</u>	<u>2,943,278</u>	<u>(2,943,278)</u>	<u>(15,084)</u>	<u>371,903</u>

# Welsh Women's Aid

## Company Limited by Guarantee

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

#### Year ended 31 March 2023

#### 23. Analysis of charitable funds *(continued)*

	At 1 April 2021 £	Income £	Expenditure £	Transfers £	At 31 March 2022 £
ACE Hubs	—	15,140	(15,140)	—	—
Ask & Act Training	—	—	—	—	—
Bystander Intervention Training train the trainer	—	—	—	—	—
CAF – Sector Resilience Project	—	157,956	(157,956)	—	—
Capital Equipment I.T.	42,717	—	(7,760)	—	34,957
Change That Lasts	—	144,180	(144,180)	—	—
Cheshire DA Matters training	—	—	—	—	—
Comic Relief	—	39,543	(39,543)	—	—
Core Services	—	631,419	(647,460)	16,041	—
Esmee Fairbairn	—	4,488	(4,488)	—	—
Home Office Children Affected by Domestic Abuse	—	—	—	—	—
Lincolnshire DA Matters Training	—	40,254	(40,254)	—	—
National Emergencies Trust	—	111,104	(111,104)	—	—
National Violence Against Women Centre of Excellence	360,823	—	(8,794)	—	352,029
Period Dignity Project	—	—	—	—	—
Rosa Justice and Equality Fund - Sexual Harassment	—	12,370	(12,370)	—	—
Sandwell Bystander	—	—	—	—	—
Sexual Violence Helpline	—	—	—	—	—
South Wales PCC Bystander Interventions	—	5,362	(5,362)	—	—
South Wales PCC Change that lasts project	—	453,124	(491,291)	38,167	—
South Wales PCC DA Matters	—	—	—	—	—
Welsh Government Live Fear Free Helpline	—	653,162	(653,162)	—	—
South Wales PCC Support and female offending blueprint	—	28,088	(28,088)	—	—
Swansea CBC Trusted professional	—	—	—	—	—
Tampon Tax - Sector Strength Cymru	—	450,238	(450,238)	—	—
Tesco coins in Wales and groundworks	—	8,501	(8,501)	—	—
WCVA 3rd Sector Resilience Fund for Wales - Covid 19 Emergency Grant	—	61,326	(61,326)	—	—
Waterloo Foundation	—	—	—	—	—
Welsh Government -Ask and Act	—	81,339	(81,339)	—	—
Welsh Government National Training Framework	—	22,183	(22,183)	—	—
Western Bay - Ask Me	—	—	—	—	—
	<u>403,540</u>	<u>2,919,777</u>	<u>(2,990,538)</u>	<u>54,208</u>	<u>386,987</u>

# Welsh Women's Aid

## Company Limited by Guarantee

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

#### Year ended 31 March 2023

##### 23. Analysis of charitable funds *(continued)*

ACEs Hub - Development of Change that Lasts approach for children and young people

Training Ask and Act - Welsh Government funded training programme for relevant authorities under the Violence Against Women, Domestic Abuse and Sexual Violence National Training Framework.

South Wales PCC Bystander Training for nighttime economy.

CAF - Sector Resilience Project to support survivor engagement and capacity building for members.

Capital Equipment - capital reserve related to the purchase of IT equipment.

Change that Lasts - Additional funding to roll out the approach

Domestic Abuse Matters - Police Training Contract under College of Policing licence delivered to South Wales Police, Cheshire Police and Lincolnshire Police.

Comic Relief - Funding for sector service development

Welsh Government Core Services - providing support to Welsh Women's Aid membership, advice and consultation relating to policy and legislation, service development and research, representing the voice of specialist services, executive and organisational management.

Esmee Fairbairn - Funding to support additional capacity due Covid 19 pressures

Home Office Children Affected by Domestic Abuse Fund – Development of the Change that Lasts approach for children and young people.

Home Office - Funding to support additional capacity due Covid 19 pressures

Moondance - Emergency Covid 19 Funding

Moondance Heritage Fund - Funding for legacy of the 40th Anniversary

National Emergencies Trust - Covid 19 Funding for additional capacity

National Violence Against Women Centre of Excellence - capital reserve related to the purchase of Pendragon House.

Rose Justice and Equality Fund - Sexual Harassment Training for members

Sandwell Bystander Intervention training.

Rape Crisis England and Wales – Sexual Violence Helpline.

South Wales PCC – Development and evaluation of Change that Lasts approach.

South Wales PCC - Female Offender Blueprint Training

South Wales PCC - Survivor Participation Project - to implement and support survivor groups to empower and educate services in South Wales to improve their responses to victims of domestic abuse and sexual violence.

# Welsh Women's Aid

## Company Limited by Guarantee

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

#### Year ended 31 March 2023

#### 23. Analysis of charitable funds *(continued)*

Swansea Council – Change that Lasts Trusted Professional Training in Western Bay

Tampon Tax - Sector Strength Cymru funding to provide additional specialist response

Tesco coin in Wales groundworks - Live Fear Free Helpline Training

WCVA 3rd Sector Resilience Fund to support service development due to Covid 19

WCVA Covid 19 Resilience Fund to support additional capacity due Covid 19 pressures

Waterloo Foundation – Role out of Change that Lasts Ask Me Community Project in North Wales

Welsh Government – Period Dignity Project for specialist VAWDASV services

Welsh Government Live Fear Free Helpline - national 24/7 helpline for survivors of violence against women, domestic abuse and sexual violence including women, men and children. Support for professionals working with survivors and advice to concerned members of the public.

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

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Tangible fixed assets	–	371,903	371,903
Current assets	1,638,394	–	1,638,394
Creditors less than 1 year	(878,843)	–	(878,843)
<b>Net assets</b>	<b>759,551</b>	<b>371,903</b>	<b>1,131,454</b>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Tangible fixed assets	11,607	386,987	398,594
Current assets	2,084,629	–	2,084,629
Creditors less than 1 year	(1,311,768)	–	(1,311,768)
Creditors more than 1 year	(23,145)	–	(23,145)
<b>Net assets</b>	<b>761,323</b>	<b>386,987</b>	<b>1,148,310</b>

#### 25. Analysis of changes in net debt

	At 1 Apr 2022 £	Cash flows £	At 31 Mar 2023 £
Cash at bank and in hand	1,610,760	(740,563)	870,197

Trustees have designated £108,000 of unrestricted reserves for development activities required to achieve the charity's objectives (note 23).

# Welsh Women's Aid

## Company Limited by Guarantee

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

#### Year ended 31 March 2023

#### 26. Operating lease commitments

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

	2023	2022
	£	£
Not later than 1 year	–	22,326
Later than 1 year and not later than 5 years	6,087	5,089
Later than 5 years	2,135	–
	<u>8,222</u>	<u>27,415</u>

#### 27. Limitation of auditors liability

By way of a members' resolution dated 23rd November 2022, the company has agreed to enter into a limited liability agreement with its auditors whereby their exposure to legal claims is limited to £50,000 per claim.

#### 28. Related parties

There were no related party transactions incurred during the year.