

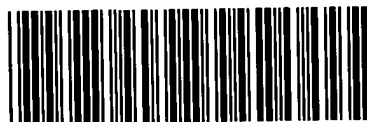
As amended

Charity registration number SC011689 (Scotland)

Company registration number SC316350 (Scotland)

FIFE WOMEN'S AID
ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023

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FIFE WOMEN'S AID

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FIFE WOMEN'S AID

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2023

The trustees present their annual report and financial statements for the year ended 31 March 2023.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's governing document, the Charities and Trustee Investment (Scotland) Act 2005, the Charities Accounts (Scotland) Regulations 2006 (as amended), the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)".

Objectives and activities

The objectives of Fife Women's Aid are: -

1. To promote the recovery of women and their children (if any) who have experience of domestic abuse, whether emotional, physical, sexual, financial and/or coercive control by a partner or ex-partner by associating with local authorities, voluntary organisations and other public bodies (where considered appropriate) to offer support, information and help to such women and children.
1. The company's objects are restricted to those set out in article 4 (but subject to article 6).
1. The company may (subject to OSCR consent) add to, remove or alter the statement of the company's objects in article 4; on any occasion when it does so, it must give notice to the Registrar of Companies and the amendment will not be effective until that notice is registered on the register of companies.

The activities of Fife Women's Aid are to:

- a. Provide refuge accommodation and accommodation based support services to women who have experienced domestic abuse.
2. Provide drop - in services offering support and information to women who have experienced abuse.
2. Provide an emergency out of hours on call service 365 days per year.
- a. Provide a visiting support service for women who have experienced domestic abuse and who are living in their own homes/other types of accommodations (other than refuge).
3. Provide group work to support personal development activities for women who have experienced abuse.
- a. Provide a counselling service for women who have experienced abuse.
4. Provide refuge based, outreach and follow up support services for children and young people who have experiences of domestic abuse.
- a. Provide support using the housing first model for women who have more complex needs as a result of the trauma they have experienced.

Fife Women's Aid Housing Support services are registered with The Care Inspectorate and Fife Women's Aid Counselling Services are registered with COSCA.

Fife Women's Aid works in partnership with other local and national agencies to ensure the widest possible range of high-quality services are available to women, children and young people who have experienced abuse. Central to our multi-agency engagement is our involvement with FVAWP (Fife Violence Against Women Partnership) and MARAC (Multi-Agency Risk Assessment Conferencing). We have ongoing working partnerships with: Health, Education, Justice services, Social Work services, CEDAR, CAMHS, Police Scotland, Women's Aid groups throughout Scotland, Fife Homelessness services, mental health services, substance misuse services and a range of third sector partners.

FIFE WOMEN'S AID

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

Achievements and performance

The financial year started with the same group of Trustees as the previous year. The Trustees of Fife Women's Aid in 2022/23 were Daphne Grant (Chair since February 2020), Sally Cameron (Vice-Chair), Ailsa Bruce, Susan Hill, Ying Zhang, Deborah Leitch, Christine Connelly (nee Harper), and Molly Horsley. However, in November 2022 Deborah Leitch (7th of November 2022) and Ying Zhang (30th of November 2022) resigned. As a result, the Board initiated a recruitment process for new trustees that led to the appointment of Sarah Shanahan on the 11th of January 2023.

Together as Trustees we have legal responsibility to ensure that the organisation, its activities and its finances are properly managed. We are responsible for maintaining our charitable status and registration with Companies House and the Office of the Scottish Charities Regulator.

The trustees work at a strategic level through our Strategic Plan, which is regularly reviewed to ensure that it reflects any changes that have taken place over this period. It is imperative that the strategic direction of the organisation is assessed periodically to ensure it reflects the changing needs of the service. Alongside the Strategic Plan, the Board of Trustees also reviews quarterly FWA's Risk Register to ensure that any concerns that could impact the overall reputation and operations of FWA are taken into consideration. The day-to-day running of Fife Women's Aid services is carried out by our capable and committed management team. Together our aim is to work within budget and continue to provide the very best quality services to our service users - women, children and young people who have experienced domestic abuse.

In the 2022/23 period:

Women supported	554
Children and young people supported	391
Families in refuge	81
Children and young people in refuge with their mothers	88
Average length of stay in refuge	225 days
MARAC referrals received	467
Referrals received for counselling for women	193
Referrals received for court support and advocacy	136
Occupancy levels in refuge	95%
Women who received befriending	28

2022/23 was an extremely significant year for the structure of Fife Women's Aid as the world was gradually recovering from the pandemic crisis. We continued to provide our core services while also developing areas which had been identified as gaps in provision by service users. While, we have always operated against a backdrop of challenges, this year continued to be a testing time due to the continuing impact of the pandemic crisis and the implications it had both in terms of the support we could provide remotely and in person, as well in regards to ensuring that sufficient numbers of staff members were available to provide these services.

FWA ensured that our services continued to operate as effectively as possible in light of the circumstances and prioritised the safety and wellbeing of women and children that we already support as well as the ones that have reached out seeking our assistance. FWA continued to highlight the importance of digital inclusion and accessibility as an essential part of our operations and the reassurance that we will continue to be there for the women and children in Fife that are impacted by domestic abuse.

FIFE WOMEN'S AID

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

Our CEO, Kate McCormack, ensured that the FWA team continued to provide the services required despite the challenges of recruiting new staff members in the aftermath of the pandemic crisis. To that effect, Kate initiated a strong recruiting programme to make sure that all vacant positions within the organisation were filled while continuing with the restructuring of the staff teams to balance a hybrid way of working. The organisation increased the number of both frontline staff posts and management during the year albeit challenges with recruitment delayed some posts being filled. Frontline staff increased to 46 posts and management to 7 posts to ensure frontline staff are appropriately supported. Given the successful review of all policies and procedures with the support of the Board that took place the previous two years, FWA was now in a good position where new policies were introduced as and when required to reflect the changing environment in which we are operating, while the Board routinely continued to review the existing policies and procedures.

At Board level, our priority for 2022/23 was to ensure the effectiveness of FWA as an organisation and ensure that we adopt best practice in our operations. The full review of FWA's governing documents that aimed to ensure that the organisation is operating in accordance with the Governance Code principles and current OSCR requirements, was completed the previous financial year but needed to be approved by the majority of FWA members. Following a very difficult time in trying to progress with the required revisions of FWA's Articles of Association, the Board was finally in a position to overcome the reluctance demonstrated from a number of FWA members. This was achieved by changing the structure of FWA to a one-tier structure that removed the additional membership beyond the Board members. This took place during an Extraordinary General Meeting held in April 2022.

We have been delighted to see the ongoing development of the Children's Counselling Service which was initially funded by the Robertson Trust, The Gannochy Trust, Volant Trust and Alexander Moncur Trust. We are grateful to these trust funds for their support in enabling the service to be maintained within challenging times with recruitment during the pandemic. The evidence gathered during this work enabled us to secure funding from Delivering Equally Safe to further continue and develop the work. As a result of continued funding for the Court Support and Advocacy Service from the Henry Smith Charity, and for the Befriending Service from the National Lottery Community Fund we have been able to further develop these services and continue to support the recovery of women, children and young people.

It is essential that we are able to evidence the positive impact that our services have upon the lives of the women, children and young people we work with and testimonies direct from service users are an important part of this.

The reach of our social media channels of FWA continues to grow successfully over the course of this year and the profile of our organisation continues to rise. We began a full review of our promotional literature to reflect the great work the organisation has achieved and also to be able to engage potential funders.

The Business Team manage a variety of tasks which are critical to the operational effectiveness of the Fife Women's Aid. The small team undertake a range of duties including reception, supporting staff, volunteers and Trustees with administration, IT support, HR functions and finance. The business team ensured that information and communications between all the staff was not disrupted as the business model of the organisation continued on a basis that allowed staff to work remotely and from the office when required.

The Women's Support Service provides practical and emotional support to women who have experienced domestic abuse. 554 women were supported during the course of this year. The majority of referrals are self-referrals and support may take place in refuge, in a woman's own home, by phone, in the office or at a mutually agreed, safe location. To support a fast response to meet urgent needs we continued our Early Intervention Worker role to provide up to 6 weeks support and assessment of longer-term needs. We prioritise the high-risk referrals, including referrals through MARAC (Multi Agency Risk Assessment Conference).

During the year 81 families were admitted to refuge; the average length of stay was 225 days. Many moved on to permanent re-housing with the Local Authority or Housing Associations but some women returned to their partner. It is important to recognise that there are many complex reasons why women return and it can often take several times of leaving before a woman can leave for good. Everyone leaves our services with reassurance that they can take up support again at any time in the future.

FIFE WOMEN'S AID

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

The Children, Young Person and Family Support Service (Join the Dots) was accessed by 391 children and young people (CYP) during 2022-23. 88 of them lived in refuge. After re-launching our service as Join the Dots in the previous financial year, we have developed our family support service, including intensive level support where required. This has made a significant positive impact for families at a time of greatest need. During the past year, we reviewed our group work provision and introduced nurture parenting groups to positively impact family wellbeing. The team works closely with other agencies across the statutory and voluntary sectors, signposting and advocating on behalf of families. Staff are from a variety of backgrounds and bring a range of experience and knowledge to provide innovative support to children, young people and families. The team have all been trained in Dyadic Developmental Practice and bring this approach to the service alongside other trauma-informed work.

The MARAC team has received a total of 467 referrals this year. We have five MARAC workers and they have provided advocacy and support to women at high risk. MARAC identifies the highest risk victims and co-ordinates services to reduce repeat victimisation, increase safety and reduce risk. The project is truly multi-agency and joins together NHS, Education, Social Work Services, Housing, Third Sector, Drug and Alcohol Services, Women's Aid and Police Scotland.

The Befriending Service funds a Befriending Coordinator to recruit, train and support volunteers who offer befriending to women who have experienced domestic abuse. Befriending was identified by service users as a gap in provision which would assist them to settle into a new community and transition to independent living after abuse. Women who are socially isolated, experiencing anxiety or ill-health or unfamiliar with the Fife area benefit from volunteer support to "buddy" them and become involved with the local community. The pandemic had a significant impact on the Befriending Service, however, existing volunteers were able to continue to provide remote support during lockdown and volunteer training was adapted to enable this to take place remotely. The service returned to face-to-face support in 2021. This year we were able to provide befriending services to 28 women.

The Befriending Service is a partnership with Fife Council and others as part of the Safe, Secure and Supported at Home project.

The Court Support Service supported 136 women awaiting Sheriff or High Court trials. The types of charges included - Section 38 (Behaving in threatening and abusive manner, causing fear and alarm); Section 39 (Stalking), Assault, Assault to Injury, Sexual Offences and Telecommunications charges.

Court services were affected significantly by the pandemic and the effects of this continued to be seen during the past year as the backlog of cases were progressed. This has resulted in women experiencing prolonged periods of time to wait for court cases to be heard, increasing levels of distress they experienced. We are delighted to have received a further 3 years funding from the Henry Smith Charity to enable the service to continue at the current level. Additional funding from the Scottish Government via the Victim Centred Approach Fund has built capacity of the service to enable it to continue to support women through the court system.

The Women's Counselling Service operated with a full-time counsellor and a small team of associate counsellors to provide counselling for women who have experienced domestic abuse. We also continued to support counselling students throughout the year. Student counsellors are on placement during their final year of the Counselling Diploma students. In total, there was an increase in demand for the service and a total of 193 referrals were received for counselling of women.

The Children and Young Person's Counselling Service was initially funded by the Gannochy Trust, The Robertson Trust, the Volant Trust and Alexander Moncur Trust and we are grateful for their support throughout the pandemic. Evidence gathered from the work enabled us to access funding from Delivering Equally Safe to continue and develop the service. We have had 2 part-time CYP counsellors in post along with an associate counsellor during the past year.

We were delighted to be able to continue to provide **Women's Group Work** during 2022-23. This has been funded by Delivering Equally Safe and included delivery of a range of groups, including self-care, what's your story? and recovering me. Outcomes from the work are gratifyingly positive and we look forward to further developing the work in the coming years.

Housing First

We were delighted to be awarded additional funding to develop Housing First support for women who have experienced domestic abuse and have more complex needs as a result of the trauma they have experienced. This service will allow us to provide more intensive support to meet individual needs and we look forward to developing this over the next few years.

FIFE WOMEN'S AID

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) **FOR THE YEAR ENDED 31 MARCH 2023**

Financial review

Despite the operational challenges imposed on the charity due to the continuation of the pandemic crisis, our financial situation is very healthy due to additional funding provided by the Scottish Government to respond to the pandemic in the form of recovery grants and the continuous generosity of the public. As agreed during the previous financial year, the Board increased its operation expense reserve from 3 months to 6 months providing the charity with greater security over the delivery of its core objectives during periods of uncertainty.

The main funding for Fife Women's Aid is provided by Fife Council. A service level agreement is in place for our Children, Young People and Family Support Service and MARAC which expires in April 2024. During the year to March 2023 the relationship between Fife Council and Fife Women's Aid for women's support services and refuge provision remained through a service level agreement. As such, Fife Women's Aid will provide these services on behalf of Fife Council until at least April 2025. Whilst level of funding is confirmed annually this approach gives greater certainty of continuity for both the women and families we support as well as the Board and staff of the charity. A similar approach is in place for funding from the Scottish Government.

The charity reported a surplus for the year of £142,288 (2021/22 £299,899). Reserves at the balance sheet date are £1,939,187 (2021/22 - £1,796,899).

Reserves, Designated Funds and Investment Policies

The Board continued to operate and develop FWA's strategy on the basis that the majority of our funds are operational and are required to be spent in the short term. However, the pandemic and subsequent changes to economic conditions highlighted the need for organisations across the third sector to consider their long-term sustainability.

On that basis, the priority of the Trustees is to ensure that there are sufficient funds in reserve to ensure the continuous operation of the charity in the event of loss of funding. To that effect, Fife Women's Aid is able to operate and continue to deliver its critical services for a six-month period even were it to receive no funding at all in that period. As part of the investment policy that was approved the previous year, FWA holds an investment portfolio of £500,000 that is managed by the investment company Brewin Dolphin. For clarification purposes, this amount of £500,000 was released following the unwind of the pension reserve in the year to March 2021. This amount is now invested to provide a source of income for the charity annually, whilst preserving the capital for future needs.

During this financial period, the Board has also agreed to consolidate its savings accounts in a way that has allowed these savings accounts to be best utilised so they could bring additional income through their interest rates.

Donated facilities and services

The initial set-up costs for new refuge premises are covered by Fife Women's Aid whilst the fabric of the refuge buildings is maintained by Fife Council, without charge. Fife Women's Aid are responsible for the maintenance of the decoration, garden and general standard of the properties.

Local communities across Fife continue to support our services generously, both in cash and in kind. These donations are essential to assist in the cost of leisure, social, health and educational work with children; support development group work with women; provide for the emergency needs of families in crisis; and assist with ongoing refuge upkeep. We are extremely grateful for the goodwill and ongoing support we receive from local organisations, churches and charitable groups, small businesses and many individuals across Fife. And we are especially grateful this year as we saw further donations from the public despite such challenging times for everyone.

FIFE WOMEN'S AID

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

Our focus continues to be on embedding a trauma informed practice throughout our operations and reviewing the pathway for women, children and young people through our services.

We will continue with prudent budgeting to ensure that we are in the best possible position to survive funding reductions whilst maintaining high-quality, front-line services for families who experience abuse.

We continue to enhance the use of social media to ensure our presence reaches a wider audience.

We also continue to forge closer relations with other organisations nationally to develop collaborative projects. We will also continue to establish closer partnerships with other social services providers to enhance our service set within a wider context. Despite the challenging times that we have been facing due to the pandemic crisis, as a board we continue to pursue opportunities that will allow FWA to become the charitable partner for businesses within the Fife region in order to increase our public profile as well as benefit from a diverse source of funding.

We will continue to engage with the Old Course Golf Resort & Spa as our strategic charitable partner and we will pursue the establishment of partnerships with other corporate entities in Fife.

The pandemic crisis has allowed us as an organisation to upgrade our technology and ensure digital accessibility for all our staff. We will continue to develop our service provision to be as accessible as possible while managing the health risks, utilising a range of methods for service delivery including face-to-face contact, telephone and online support.

Our 2019-24 Strategic Plan remains our guiding document in terms of our operations and as a board we ensure that it reflects the current challenges posed by the pandemic crisis, as well as any significant changes within the wider political, social and economic environment. As a board we will ensure that we continue to revisit the Strategic Plan periodically to reflect any changes that may require us to redefine our strategy moving forward.

FIFE WOMEN'S AID

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) **FOR THE YEAR ENDED 31 MARCH 2023**

Structure, Governance and Management

The charity is a company limited by guarantee, incorporated on 12 February 2007 which has been granted exemption, under Section 59 of the Companies Act 2006, from including 'Limited' in its name. It operates under a constitution and is registered with OSCR.

The revised Articles of Association, FWA's governing document, were finally approved during an Extraordinary General Meeting in April 2022 as they had failed to be approved at the previous AGM. As noted in last year's report, the revised Articles of Association were developed with legal advice from charity law specialists to ensure that the organisation's affairs are managed in line with charity legislation, best practice and in accordance with the Governance Code and were approved by the Board by a majority vote and were also approved by OSCR. It was an extremely challenging time trying to gain the support of FWA members for their approval and it was finally achieved through a process applied following legal advice that led to the Articles' approval.

In addition to the revised Articles of Association, the EGM also approved the change of FWA's structure to a one-tier organisation, which means that the only members of the organisation are its Board Directors.

Method of recruitment and appointment of trustees

The charity has a comprehensive trustee recruitment pack and trustee information pack for new trustees. Candidates wishing to become trustees are selected for appointment using a formal application process. New trustees go through an induction process to facilitate their learning about the organisation and all trustees are expected to undertake on-going training.

As noted earlier in the report, following the resignation of two of its Trustees during this financial year, the Board initiated a Trustee recruitment process that led to the successful appointment of two new Trustees. The recruitment will continue beyond this financial year to ensure that the Board can continue to grow by welcoming new Trustees with the right skill sets and experience that would be a positive addition for the organisation. The priority for the Board remains the induction of Trustees that can contribute positively and effectively to the current Board and ensure that it continues to operate as a cohesive group.

A full assessment of the expertise and skill sets of its current trustees takes place on a regular basis to allow the Board to identify any gaps and to ensure that in future recruitment we attract individuals with the skills that the Board has identified as a priority.

As a result, the charity currently has a committed group of trustees, with a range of relevant skills and experience, who have provided consistent management and leadership.

Risk Management

During the year the Board continued to review regularly the organisation's Risk Register to ensure that it is reflective of the relevant risks to our organisation.

The risk register is kept under review by the Strategy Sub Group of Trustees and reviewed quarterly by the Board. The Risk Register covers all aspects of risk associated with FWA. The Board is also actively seeking to minimise the risks as identified in the Risk Register and has taken relevant actions to ensure the positive reputation and effective operations of FWA.

In addition, we have a Contingency Policy dealing with operational disaster recovery.

Organisational Structure

Fife Women's Aid is governed by a Board of Trustees (maximum number eighteen; minimum number four) who are elected annually at the annual general meeting. As at 31 March 2023 there were seven trustees on the Board.

Fife Women's Aid's organisational structure includes a CEO, Operational Lead and 3 Team Seniors.

FIFE WOMEN'S AID

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) **FOR THE YEAR ENDED 31 MARCH 2023**

The trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

D Grant	Chair
S Cameron	Vice-chair
A Bruce	
C Connelly	
S Hill	
M Horsley	
D Leitch	(Resigned 7 November 2022)
S Shanahan	(Appointed 11 January 2023)
G Stewart	(Appointed 25 January 2023, Resigned 16 March 2023)
N Stoner	(Appointed 10 May 2023)
Y Zhang	(Resigned 30 November 2022)

Charity Number (Scotland) SC011689

Company Number SC316350

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FIFE WOMEN'S AID

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

Statement of trustees' responsibilities

The trustees, who are also the directors of Fife Women's Aid for the purpose 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 trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping adequate accounting records that 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 Charities and Trustee Investment (Scotland) Act 2005, the Charities Accounts (Scotland) Regulations 2006 (as amended) and 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.

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

Auditor

In accordance with the company's articles, a resolution proposing that Thomson Cooper be reappointed as auditor of the company will be put at a General Meeting.

Disclosure of information to auditor

Each of the trustees has confirmed that there is no information of which they are aware which is relevant to the audit, but of which the auditor is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the auditor is aware of such information.

The trustees' report was approved by the Board of Trustees.

.....
D Grant
Trustee

Dated:

21/11/2023

FIFE WOMEN'S AID

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF FIFE WOMEN'S AID

Opinion

We have audited the financial statements of Fife Women's Aid (the 'charity') for the year ended 31 March 2023 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 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 charitable company's affairs as at 31 March 2023 and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 2006 (as amended).

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.

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 contained within the annual report. Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon. 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 course of 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 this gives rise to a material misstatement in the financial statements themselves. 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.

FIFE WOMEN'S AID

INDEPENDENT AUDITOR'S REPORT (CONTINUED) TO THE TRUSTEES OF FIFE WOMEN'S AID

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities Accounts (Scotland) Regulations 2006 (as amended) require us to report to you if, in our opinion:

- the information given in the financial statements is inconsistent in any material respect with the trustees' report; or
- proper accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities, the trustees, who are also the directors of the charity for the purpose 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 charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and report in accordance with the Act and relevant regulations made or having effect thereunder.

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.

Extent to which the audit was capable of detecting irregularities, including fraud

We considered the opportunities and incentives that may exist within the organisation for fraud and identified the greatest potential for fraud in the following areas: existence and timing of recognition of income, posting of unusual journals along with complex transactions and non-compliance with laws and regulations. We discussed these risks with management, designed audit procedures to test the timing and existence of revenue, tested a sample of journals to confirm they were appropriate and inspected minutes from meetings held by management and trustees for any reference to breaches of laws and regulations. In addition, we reviewed areas of judgement for indicators of management bias to address these risks.

We identified areas of laws and regulations that could reasonably be expected to have a material effect on the financial statements from our sector experience through discussion with the officers and other management (as required by the auditing standards).

We reviewed the laws and regulations in areas that directly affect the financial statements including applicable charity and company law and considered the extent of compliance with those laws and regulations as part of our procedures on the related financial statement items.

With the exception of any known or possible non-compliance with relevant and significant laws and regulations, and as required by the auditing standards, our work in respect of these was limited to enquiry of the officers and management of the charity.

FIFE WOMEN'S AID

INDEPENDENT AUDITOR'S REPORT (CONTINUED) TO THE TRUSTEES OF FIFE WOMEN'S AID

We communicated identified laws and regulations and potential fraud risks throughout our team and remained alert to any indications of non-compliance or fraud throughout the audit. However the primary responsibility for the prevention and detection of fraud rests with the trustees.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

These inherent limitations are particularly significant in the case of misstatement resulting from fraud as this may involve sophisticated schemes designed to avoid detection, including deliberate failure to record transactions, collusion or the provision of intentional misrepresentations.

A further description of our responsibilities is available on the Financial Reporting Council's website at: <https://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and to the charity's trustees, as a body, in accordance with Section 44(1) (c) of the Charities and Trustees Investment (Scotland) Act and regulation 10 of the Charities Accounts (Scotland) Regulations 2006. Our audit work has been undertaken so that we might state to the charity's trustees 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 trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Fiona Haro

Fiona Haro (Senior Statutory Auditor)

For and on behalf of Thomson Cooper, Statutory Auditors
Dunfermline

23rd November 2023

Thomson Cooper is eligible for appointment as auditor of the charity by virtue of its eligibility for appointment as auditor of a company under section 1212 of the Companies Act 2006.

FIFE WOMEN'S AID

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31 MARCH 2023

Current financial year

		Unrestricted funds general 2023 £	Unrestricted funds designated 2023 £	Restricted funds 2023 £	Total 2023 £	Total 2022 £
	Notes					
Income from:						
Donations and legacies	2	54,465	-	-	54,465	44,659
Charitable activities	3	4,221	-	1,822,336	1,826,557	1,792,511
Investments	4	13,577	-	-	13,577	11,842
Total income		72,263	-	1,822,336	1,894,599	1,849,012
Expenditure on:						
Charitable activities	5	108,416	41,871	1,564,361	1,714,648	1,571,797
Other expenses	9	4,732	-	-	4,732	1,071
Total expenditure		113,148	41,871	1,564,361	1,719,380	1,572,868
Net gains/(losses) on investments	10	(32,931)	-	-	(32,931)	23,755
Net (outgoing)/incoming resources before transfers		(73,816)	(41,871)	257,975	142,288	299,899
Gross transfers between funds		39,469	(40,427)	958	-	-
Net movement in funds		(34,347)	(82,298)	258,933	142,288	299,899
Fund balances at 1 April 2022		256,046	1,121,018	419,835	1,796,899	1,497,000
Fund balances at 31 March 2023		221,699	1,038,720	678,768	1,939,187	1,796,899

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

FIFE WOMEN'S AID

STATEMENT OF FINANCIAL ACTIVITIES (CONTINUED) INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2023

Prior financial year		As restated Unrestricted funds general 2022 £	As restated Unrestricted funds designated 2022 £	As restated Restricted funds 2022 £	Total 2022 £
	Notes				
Income from:					
Donations and legacies	2	44,514	-	145	44,659
Charitable activities	3	794,627	-	997,884	1,792,511
Investments	4	11,842	-	-	11,842
Total income		850,983	-	998,029	1,849,012
Expenditure on:					
Charitable activities	5	783,170	38,923	749,704	1,571,797
Other expenses	9	1,071	-	-	1,071
Total expenditure		784,241	38,923	749,704	1,572,868
Net gains/(losses) on investments	10	23,755	-	-	23,755
Net (outgoing)/incoming resources before transfers		90,497	(38,923)	248,325	299,899
Gross transfers between funds		(53,153)	110,516	(57,363)	-
Net movement in funds		37,344	71,593	190,962	299,899
Fund balances at 1 April 2021		218,702	1,049,425	228,873	1,497,000
Fund balances at 31 March 2022		256,046	1,121,018	419,835	1,796,899

FIFE WOMEN'S AID

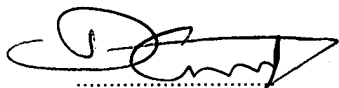
BALANCE SHEET

AS AT 31 MARCH 2023

		2023		2022 as restated	
	Notes	£	£	£	£
Fixed assets					
Tangible assets	11		16,955		32,598
Investments	12		481,670		509,650
			<u>498,625</u>		<u>542,248</u>
Current assets					
Debtors	13	45,467		95,408	
Cash at bank and in hand		1,457,827		1,309,324	
		<u>1,503,294</u>		<u>1,404,732</u>	
Creditors: amounts falling due within one year	14	(62,732)		(150,081)	
Net current assets			<u>1,440,562</u>		<u>1,254,651</u>
Total assets less current liabilities			<u>1,939,187</u>		<u>1,796,899</u>
Income funds					
Restricted funds	16		678,768		419,835
<u>Unrestricted funds</u>					
General funds		221,699		256,046	
Designated funds		<u>1,038,720</u>		<u>1,121,018</u>	
			<u>1,260,419</u>		<u>1,377,064</u>
			<u>1,939,187</u>		<u>1,796,899</u>

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

The financial statements were approved by the Trustees on the 21st of November 2023



D Grant
Trustee

Company registration number SC316350

FIFE WOMEN'S AID

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2023

	Notes	2023 £	£	2022 £	£
Cash flows from operating activities					
Cash generated from operations	23		146,124		243,991
Investing activities					
Purchase of tangible fixed assets				(11,390)	
Purchase of investments		(53,227)		(485,895)	
Proceeds on disposal of investments		42,029			
Investment income received		13,577		11,842	
Net cash generated from/(used in) investing activities			2,379		(485,443)
Net cash used in financing activities			-		-
Net increase/(decrease) in cash and cash equivalents			148,503		(241,452)
Cash and cash equivalents at beginning of year			1,309,324		1,550,776
Cash and cash equivalents at end of year			<u>1,457,827</u>		<u>1,309,324</u>

FIFE WOMEN'S AID

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2023

1 Accounting policies

Charity information

Fife Women's Aid is a private company limited by guarantee incorporated in Scotland. The registered office is Suite 1, First Floor, Saltire House, Pentland Park, Glenrothes, KY6 2AL.

As the charity is a company limited by guarantee and has no share capital, the liability of each member in the event of winding-up is limited to £1.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's governing document, the Charities and Trustee Investment (Scotland) Act 2005, the Charities Accounts (Scotland) Regulations 2006 (as amended), the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)". The charity is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

1.2 Going concern

The trustees regularly monitor the funding streams available to the charity and evaluate the projected expenditure and reserves available. The Trustees have a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. The Trustees have considered a period of at least 12 months from the date of the approval of the financial statements.

1.3 Charitable funds

Unrestricted income funds comprise those funds which the directors are free to use for any purpose in furtherance of the charitable objects. Unrestricted funds include designated funds where the directors, at their discretion, have created a fund for a specific purpose.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by the donor.

1.4 Income

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Donations are recognised when the charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that those conditions will be fulfilled in the reporting period.

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

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

FIFE WOMEN'S AID

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

1 Accounting policies

(Continued)

1.5 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement, and the amount of the obligation can be measured reliably.

Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges are allocated on the portion of the asset's use.

All expenditure is accounted for on an accruals basis. All expenses including support costs and governance costs are allocated or apportioned to the applicable expenditure headings. Expenditure is recognised as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

Allocation of support and governance costs

Support costs have been allocated between governance costs and other support costs. Governance costs comprise all costs involving the public accountability of the charity and its compliance with regulation and good practice. These costs include costs related to statutory audit and legal fees together with an apportionment of overhead and support costs.

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include office costs and governance costs and are incurred directly in support of expenditure on the objects of the charity. These costs have been allocated between cost of raising funds and expenditure on charitable activities. The bases on which support costs have been allocated are on a direct basis.

Charitable Activities

Costs of charitable activities include grants made, governance costs and an apportionment of support costs.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Furniture and fittings	50% straight line
Office Equipment	33.33% - 50% reducing balance

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

Following a review of the useful economic lives of the assets, the depreciation policy for the write off office equipment has been changed from 33.33% - 50% reducing balance to 50% straight line in the year.

1.7 Fixed asset investments

Fixed asset investments are initially measured at transaction price excluding transaction costs, and are subsequently measured at fair value at each reporting date. Changes in fair value are recognised in net income/(expenditure) for the year. Transaction costs are expensed as incurred.

FIFE WOMEN'S AID

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

1 Accounting policies

(Continued)

1.8 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.9 Cash and cash equivalents

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

1.10 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

1.11 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

FIFE WOMEN'S AID

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

1 Accounting policies

(Continued)

1.12 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

1.13 VAT

The charity is not registered for VAT, and accordingly all income and expenditure is stated gross of tax.

2 Donations and legacies

	Unrestricted funds general 2023 £	Restricted funds 2023 £	Total 2023 £	Unrestricted funds general 2022 £	Restricted funds 2022 £	Total 2022 £
Income from donations	54,465	-	54,465	44,514	145	44,659

3 Charitable activities

	Total 2023 £	Total 2022 £
Performance related grants	1,826,557	1,792,511
Analysis by fund		
Unrestricted funds - general	4,221	794,627
Restricted funds	1,822,336	997,884
	1,826,557	1,792,511
Performance related grants		
Women's Services	1,290,602	1,206,359
Children & Young People	492,855	545,543
Other funding	43,100	40,609
	1,826,557	1,792,511

FIFE WOMEN'S AID

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

4 Investments

	Total 2023 £	Total 2022 £
Income from listed investments	10,989	337
Interest on bank deposits	2,588	11,505
	<u>13,577</u>	<u>11,842</u>

5 Charitable activities

	Women's Services 2023 £	Children & Young People 2023 £	Other funding 2023 £	Total 2023 £
Staff costs	771,185	395,919	44,327	1,211,431
Staff & volunteer expenses	44,167	26,894	(30)	71,031
Property costs	50,773	4,303	3,359	58,435
Maintenance costs	54,314	-	126	54,440
Service user costs	23,219	11,510	29,977	64,706
Office & general expenses	39,520	1,122	891	41,533
	<u>983,178</u>	<u>439,748</u>	<u>78,650</u>	<u>1,501,576</u>
Share of support costs (see note 6)	122,539	56,367	4,126	183,032
Share of governance costs (see note 6)	20,175	9,865	-	30,040
	<u>1,125,892</u>	<u>505,980</u>	<u>82,776</u>	<u>1,714,648</u>
Analysis by fund				
Unrestricted funds - general	108,416	-	-	108,416
Unrestricted funds - designated	14	-	41,857	41,871
Restricted funds	1,017,462	505,980	40,919	1,564,361
	<u>1,125,892</u>	<u>505,980</u>	<u>82,776</u>	<u>1,714,648</u>

FIFE WOMEN'S AID

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

5 Charitable activities

(Continued)

	Women's Services 2022 £	Children & Young People 2022 £	Other funding 2022 £	Total 2022 £
Staff costs	730,641	357,280	7,932	1,095,853
Staff & volunteer expenses	44,225	25,752	-	69,977
Property costs	23,147	65	-	23,212
Maintenance costs	43,911	-	-	43,911
Professional fees	7,050	326	231	7,607
Publicity & advertising	751	592	382	1,725
Service user costs	27,591	2,842	275	30,708
Office & general expenses	23,486	1,249	172	24,907
	<u>900,802</u>	<u>388,106</u>	<u>8,992</u>	<u>1,297,900</u>
Share of support costs (see note 6)	204,401	502	502	205,405
Share of governance costs (see note 6)	68,192	300	-	68,492
	<u>1,173,395</u>	<u>388,908</u>	<u>9,494</u>	<u>1,571,797</u>
Analysis by fund				
Unrestricted funds - general	783,170	-	-	783,170
Unrestricted funds - designated	38,923	-	-	38,923
Restricted funds	351,302	388,908	9,494	749,704
	<u>1,173,395</u>	<u>388,908</u>	<u>9,494</u>	<u>1,571,797</u>

During the year the Trustees re-defined their charitable activities and a number of costs previously allocated to the general business function have now been reclassified as support costs. The 2022 cost allocations have been restated for comparison purposes. In addition, other funding costs have also been reclassified as part of women's services and 2022 has also been reclassified to show this split.

FIFE WOMEN'S AID

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

6 Support costs

	Support costs	Governance costs	2023	Support costs	Governance costs	2022
	£	£	£	£	£	£
Staff costs	33,641	-	33,641	36,202	-	36,202
Rent & rates	31,575	-	31,575	39,821	-	39,821
Bank charges	244	-	244	1,590	-	1,590
Depreciation	15,178	-	15,178	36,333	-	36,333
Property costs	-	-	-	3,259	-	3,259
Maintenance costs	1,090	-	1,090	1,327	-	1,327
Professional Fees	53,078	-	53,078	19,612	-	19,612
Publicity & Advertising	950	-	950	2,625	-	2,625
Service user costs	2,188	-	2,188	10,056	-	10,056
Office & General expenses	34,523	-	34,523	41,880	-	41,880
Staff & Volunteer expenses	10,565	-	10,565	12,700	-	12,700
Audit fees	-	8,640	8,640	-	9,140	9,140
Fees payable to auditors for non-audit services	-	5,413	5,413	-	10,897	10,897
Legal and professional	-	-	-	-	36,906	36,906
Accountancy fees	-	15,987	15,987	-	11,549	11,549
	<u>183,032</u>	<u>30,040</u>	<u>213,072</u>	<u>205,405</u>	<u>68,492</u>	<u>273,897</u>

Support and governance costs are allocated on a direct basis.

Governance costs includes payments to the auditors of £8,640 (2022- £9,140) for audit fees.

Fees payable to the auditors for non-audit services were in respect of accounting services provided.

7 Trustees

None of the trustees (or any persons connected with them) received any remuneration or benefits from the charity during the year.

The Key Management Personnel are defined as the Chief Executive and the Operational Lead. The aggregate remuneration amounted to £115,554 (2022 - £91,578). In 2022, the Key Management Personnel comprised the Chief Executive and two Business Administrators.

FIFE WOMEN'S AID

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

8 Employees

The average monthly number of employees during the year was:

	2023 Number	2022 Number
Management and administration	5	3
Client support workers	37	39
Total	42	42

Employment costs

	2023 £	2022 £
Wages and salaries	1,063,218	929,161
Social security costs	86,178	73,834
Other pension costs	95,676	129,060
	1,245,072	1,132,055

The number of employees whose annual remuneration was more than £60,000 is as follows:

	2023 Number	2022 Number
£60,000 to £70,000	1	-

9 Other expenses

	Total 2023 £	Total 2022
Investment management fees	4,732	1,071

10 Net gains/(losses) on investments

	Unrestricted funds general 2023 £	Unrestricted funds general 2022 £
Revaluation of investments	(34,988)	23,755
Gain/(loss) on sale of investments	2,057	-
	(32,931)	23,755

FIFE WOMEN'S AID

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

11 Tangible fixed assets

	Furniture and fittings £	Office Equipment £	Total £
Cost			
At 1 April 2022	123,136	264,338	387,474
Disposals	(123,136)	(149,657)	(272,793)
At 31 March 2023	-	114,681	114,681
Depreciation and impairment			
At 1 April 2022	123,136	231,740	354,876
Depreciation charged in the year	-	15,178	15,178
Eliminated in respect of disposals	(123,136)	(149,192)	(272,328)
At 31 March 2023	-	97,726	97,726
Carrying amount			
At 31 March 2023	-	16,955	16,955
At 31 March 2022	-	32,598	32,598

12 Fixed asset investments

	Listed investments £
Cost or valuation	
At 1 April 2022	509,650
Additions	53,227
Valuation changes	(39,178)
Realised gains on disposals	(2,057)
Disposals	(39,972)
At 31 March 2023	481,670
Carrying amount	
At 31 March 2023	481,670
At 31 March 2022	509,650

FIFE WOMEN'S AID

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

13 Debtors

	2023 £	2022 £
Amounts falling due within one year:		
Trade debtors	-	77,000
Prepayments and accrued income	45,467	18,408
	<u>45,467</u>	<u>95,408</u>

14 Creditors: amounts falling due within one year

	2023 £	2022 £
Trade creditors	16,707	11,956
Other creditors	7,626	1,071
Accruals and deferred income	38,399	137,054
	<u>62,732</u>	<u>150,081</u>

15 Retirement benefit schemes

Defined contribution schemes

The charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund. The pension cost charge represents contributions payable by the company to the fund. No contributions were paid in respect of the trustees.

The charge to the statement of financial activities in respect of defined contribution schemes was £95,675 (2022 - £129,061).

FIFE WOMEN'S AID

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

16 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Movement in funds				
	As restated Balance at 1 April 2022 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 March 2023 £
Scottish Government VAW - CYP	2,519	-	-	(2,519)	-
Scottish Government VAW - Counselling	(402)	-	-	402	-
DAGP Grant - Social Work	8,404	-	(8,404)	-	-
Fife HSCP, FC Housing & NHS - MARAC	74,070	216,936	(217,812)	-	73,194
Scottish Government - Delivering Equally Safe	32,147	124,000	(154,900)	2,519	3,766
SWA - Volunteering	10,000	-	-	-	10,000
Big Lottery - Family Support Work	(877)	-	-	877	-
Alexander Moncur Trust	5,000	-	-	-	5,000
National Lottery Community Fund	33,628	31,445	(44,181)	-	20,892
CYP Counselling	11,678	1,125	(3,806)	(3,727)	5,270
Fife Council Social Work	211,176	449,057	(468,359)	-	191,874
Fife Council Housing	-	886,479	(561,522)	-	324,957
Foundation Scotland - Group Counselling	1,197	-	-	-	1,197
Fairer Fife	10,000	-	(1,248)	-	8,752
Scottish Government - Waiting Lists Fund	8,418	15,500	(23,892)	(26)	-
Henry Smith - Court Support Worker	(1,262)	35,750	(35,019)	531	-
Covid	14,139	-	(4,940)	-	9,199
Fife Council Housing First	-	27,600	(2,933)	-	24,667
Scottish Government - Victim Centered Approach Fund	-	34,444	(37,345)	2,901	-
	<u>419,835</u>	<u>1,822,336</u>	<u>(1,564,361)</u>	<u>958</u>	<u>678,768</u>

FIFE WOMEN'S AID

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

16 Restricted funds

(Continued)

	Movement in funds				Balance at 31 March 2022 £
	Balance at 1 April 2021 £	As restated Incoming resources £	As restated Resources expended £	As restated Transfers £	
Scottish Government VAW - CYP	-	31,999	(29,480)	-	2,519
Scottish Government VAW - Counselling	-	23,978	(24,380)	-	(402)
DAGP Grant - Social Work	8,404	-	-	-	8,404
Fife HSCP, FC Housing & NHS - MARAC	21,090	217,081	(164,101)	-	74,070
Scottish Government - Delivering Equally Safe	-	77,000	(44,853)	-	32,147
FHWA	2,824	-	-	(2,824)	-
SWA - Volunteering	10,000	-	-	-	10,000
Big Lottery - Family Support Work	-	21,392	(22,269)	-	(877)
Alexander Moncur Trust	5,000	-	-	-	5,000
National Lottery Community Fund	35,112	47,778	(49,262)	-	33,628
CYP Counselling	7,010	10,333	(2,300)	(3,365)	11,678
Sundry Income	8,694	-	-	(8,694)	-
Donations	10,234	-	-	(10,234)	-
Fife Council Social Work	81,636	477,057	(347,517)	-	211,176
Foundation Scotland - Group Counselling	1,197	-	-	-	1,197
Fairer Fife	-	10,000	-	-	10,000
Scottish Government - Waiting Lists Fund	-	15,500	(7,082)	-	8,418
Henry Smith - Court Support Worker	-	34,917	(36,179)	-	(1,262)
Covid	37,672	30,994	(22,281)	(32,246)	14,139
	<u>228,873</u>	<u>998,029</u>	<u>(749,704)</u>	<u>(57,363)</u>	<u>419,835</u>

FIFE WOMEN'S AID

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

16 Restricted funds

(Continued)

All restricted funds are principally funded by grants receivable, and comprise the following:

Scottish Government VAW funding – funded CYP service until September 2021

This grant funded one-to-one and group support for children and young people affected by domestic abuse.

Scottish Government VAW funding – funded women's counselling service until September 2021

This grant funded trauma informed one-to-one counselling for women who have experienced domestic abuse.

DAGP

This funding provided support for women affected by domestic abuse who came into contact with the justice system.

Fife Council Health and Social Care Partnership, Fife Council Housing and NHS – funding for MARAC service

This grant funds support for women who have been identified as being at high risk as a result of domestic abuse. The service provides advocacy as well as support for a period of up to 12 weeks.

Scottish Government Delivering Equally Safe Fund – funding for counselling services and women's group work

This grant funds one-to-one counselling for women and children and young people as well as group work provision for women who have experienced domestic abuse.

FHWA

This fund came from Fife Health and Wellbeing Alliance which was a partnership between Fife Council, NHS Fife and the third sector.

SWA Volunteering

This grant provided funding to support volunteering with women who have experienced domestic abuse.

National Lottery Community Fund - funded Family Support Service until November 2021

This grant provided funding to support mothers and children who need some additional support around family relationships which have been affected by domestic abuse.

Alexander Moncur Trust – funding for counselling for children and young people

This grant funds one-to-one counselling for children and young people affected by domestic abuse.

National Lottery Community Fund – funding for befriending service

This grant funds the befriending service which is part of the Safe, Secure and Supported at Home initiative. The service trains and supports volunteers as befrienders to support women who have become isolated as a result of domestic abuse.

CYP Counselling - Fife Council Health and Social Care Partnership – funding for children, young people and family support service

This grant funds one-to-one and group support for children and young people as well as family support. The service can provide intensive levels of support where necessary. The service provides a 24/7 support line.

The Robertson Trust, Volant Trust and Gannochy Trust - counselling for children and young people until September 2021

This grant funded one-to-one counselling for children and young people affected by domestic abuse.

Sundry Income

This covers a range of sources of income, mainly from the management of refuge accommodation.

Donations

A small proportion of donations are designated as restricted. This is due to them being specified by the donor as being for a particular item or purpose.

Fife Council Housing – funding for refuge and women's support

This grant funds refuge provision for families who have experienced domestic abuse, support for women in the community who have experienced domestic abuse and a 24/7 support line.

Foundation Scotland – Group Counselling

This grant funded self-care group work session for women who have experienced domestic abuse.

Fairer Fife

This grant provided funding for staff training and to support volunteering.

Scottish Government – Waiting Lists Fund

This fund provided for additional staffing to address waiting lists that arose due to the impact of the pandemic.

The Henry Smith Charity – funding for court support and advocacy

This grant funds support for women who are attending Sheriff and high court processes in relation to domestic abuse.

FIFE WOMEN'S AID

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

16 Restricted funds

(Continued)

Scottish Government – emergency covid funding until December 2021

This grant provided assistance to manage the impact of the pandemic. The balance reflects the net book value of assets purchased.

Fife Council Housing – funding for Housing First

This grant provides an intensive level of support for women who experienced domestic abuse and have more complex needs as a result of trauma.

Scottish Government Victim Centred Approach Fund – funding for court support and advocacy

This grant funds support for women who are attending Sheriff and high court processes in relation to domestic abuse.

FIFE WOMEN'S AID

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

17 Designated funds

The income funds of the charity include the following designated funds which have been set aside out of unrestricted funds by the Trustees for specific purpose :

	As restated Balance at 1 April 2022	Resources expended	Transfers	Balance at 31 March 2023
	£	£	£	£
Reserves - Running costs	775,280	-	4,720	780,000
Redundancy Fund	113,100	-	(30,600)	82,500
IT Upgrade	10,000	-	(5,000)	5,000
Refuge Refurbishment	50,000	-	50,000	100,000
Project costs - Films	11,000	(11,000)	-	-
Project costs - Refuge	10,000	(696)	(9,304)	-
Project costs - Drama	18,720	-	3,280	22,000
Oasis Development	4,220	-	-	4,220
Utility costs	30,000	(10,480)	10,480	30,000
Court support	12,998	-	(12,998)	-
Befriending Service	15,000	-	-	15,000
Salaries for unfilled posts	70,700	(19,695)	(51,005)	-
	<u>1,121,018</u>	<u>(41,871)</u>	<u>(40,427)</u>	<u>1,038,720</u>

FIFE WOMEN'S AID

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

17 Designated funds

(Continued)

For the year ended 31 March 2022

	Balance at 1 April 2021	Resources expended	Transfers	Balance at 31 March 2022
	£	£	£	£
Reserves - Running costs	722,539	-	52,741	775,280
Redundancy Fund	179,100	-	(66,000)	113,100
IT Upgrade	10,000	11,640	11,640	10,000
Refuge Refurbishment	50,000	10,413	10,413	50,000
Publicity	1,000	1,000	-	-
Training	6,000	5,277	(723)	-
Project costs - Films	-	-	11,000	11,000
Project costs - Refuge	72,786	-	(62,786)	10,000
Project costs - Drama	-	-	18,720	18,720
Oasis Development	8,000	4,680	900	4,220
Utility costs	-	-	30,000	30,000
Court support	-	5,261	18,259	12,998
Befriending Service	-	-	15,000	15,000
Salaries for unfilled posts	-	-	70,700	70,700
Crisis Fund	-	652	652	-
	<u>1,049,425</u>	<u>38,923</u>	<u>110,516</u>	<u>1,121,018</u>

FIFE WOMEN'S AID

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

17 Designated funds

(Continued)

Designated funds are amounts ringfenced by the charity for specific purposes, and comprise the following:

Operating reserves

This funding will meet the costs of running the organisation for a 5-month period should no further funding be received to continue service provision.

Redundancy fund

This funding will meet the statutory redundancy payment requirements for all staff should no further funding be received to continue service provision.

IT upgrade

This funding provides for ongoing upgrade of IT equipment to enable the organisation to continue to deliver services efficiently.

Refuge refurbishment

The charity undertakes a planned programme of repairs and upgrade on refuge accommodation. Funds are set aside annually to meet these costs.

Project costs - Short films

This funding enabled service users to create two short films to raise awareness about domestic abuse.

Project costs - Refuge review

This funding provided staffing to carry out an evaluation of refuge accommodation and support to inform improvements required.

Project costs - Drama project

This funding will enable a drama project to be carried out to promote the wellbeing of women who have experienced domestic abuse.

Development of OASIS

This funding enables the OASIS system to be adapted to meet the needs for data gathering and reporting to funders.

Utility costs

This funding provides support for families who have experienced domestic abuse facing fuel poverty as a result of the cost of living rise.

Court support

This funding made provision for continuing the service while future funding was secured.

Befriending service

This funding made provision to continue the service while future funding was sourced.

FIFE WOMEN'S AID

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

17 Designated funds

(Continued)

Salaries for unfilled posts:

- **Business Senior**
This funding enabled the recruitment of a new role to support the business management of the organisation.
- **Senior Practitioner**
This funding enabled the recruitment of a new role to support the practice of the organisation.

Crisis Fund

This funding made provision for the recruitment of a crisis worker to be able to respond to the immediate, short-term needs of women contacting the organisation.

Publicity

This funding was to update all promotional information for FWA services, including leaflets and posters.

Training

This funding was for training required for particular roles within the organisation.

18 Unrestricted funds

The general fund receives core funding for the broad aims and objectives of the company.

The designated fund represents amounts set aside by the Trustees for a number of projects together with amounts provided to ensure that the charity can continue to operate should there be a disruption to income and in the event that the charity ceased to operate in its current format. The designated fund aims to cover 6 months operational expenses.

Movement in funds

	As restated Balance at 1 April 2022	Incoming resources	Resources expended	Transfers	Revaluations, gains and losses	Balance at 31 March 2023
	£	£	£	£	£	£
General Funds	256,046	72,263	(113,148)	39,469	(32,931)	221,699

Movement in funds

	Balance at 1 April 2021	As restated Incoming resources	As restated Resources expended	As restated Transfers	Revaluations, gains and losses	As restated Balance at 31 March 2022
	£	£	£	£	£	£
General Funds	218,702	850,983	(784,241)	(53,153)	23,755	256,046

FIFE WOMEN'S AID

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

19 Analysis of net assets between funds

	Unrestricted funds 2023 £	Designated funds 2023 £	Restricted funds 2023 £	Total 2023 £	Total 2022 £
Fund balances at 31 March 2023 are represented by:					
Tangible assets	1,264	1,903	13,788	16,955	32,598
Investments	481,670	-	-	481,670	509,650
Current assets/(liabilities)	(261,235)	1,036,817	664,980	1,440,562	1,254,651
	<u>221,699</u>	<u>1,038,720</u>	<u>678,768</u>	<u>1,939,187</u>	<u>1,796,899</u>

	Unrestricted funds As restated 2022 £	Designated funds As restated 2022 £	Restricted funds As restated 2022 £	Total 2022 £
Fund balances at 31 March 2022 are represented by:				
Tangible assets	14,957	3,257	14,384	32,598
Investments	509,650	-	-	509,650
Current assets/(liabilities)	(268,561)	1,117,761	405,451	1,254,651
	<u>256,046</u>	<u>1,121,018</u>	<u>419,835</u>	<u>1,796,899</u>

20 Operating lease commitments

At the reporting end date the charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2023 £	2022 £
Within one year	41,450	41,450
Between two and five years	11,997	53,496
	<u>53,447</u>	<u>94,946</u>

21 Related party transactions

There were no disclosable related party transactions in the year (2022 - none).

FIFE WOMEN'S AID

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

22 Prior period adjustment

During the completion of the 2023 accounts, it became apparent that some funding had incorrectly been disclosed as restricted funds when they should have been treated as unrestricted funds. These have now been reallocated to the correct fund. The overall effect does not result in any movement in the total reserves figures previously disclosed.

The terms of the funding received from Fife Council has been reviewed and under the current service level agreement, it is now considered appropriate to disclose these as restricted funds. This is a change from how the funds received via the Public Social Partnership (PSP) were disclosed.

23 Cash generated from operations	2023 £	2022 £
Surplus for the year	142,288	299,899
Adjustments for:		
Investment income recognised in statement of financial activities	(13,577)	(11,842)
Gain on disposal of investments	(2,057)	-
Fair value gains and losses on investments	34,988	(23,755)
Depreciation and impairment of tangible fixed assets	15,178	36,333
Movements in working capital:		
Decrease/(increase) in debtors	50,870	(59,055)
(Decrease)/increase in creditors	(87,349)	2,411
Other movements	5,783	-
Cash generated from operations	146,124	243,991

24 Analysis of changes in net funds

The charity had no debt during the year.