

COMPANY REGISTRATION NUMBER: 06498953
CHARITY REGISTRATION NUMBER: 1123337

**WE:ARE Women's Empowerment And Recovery Educators
Ltd**

Company Limited by Guarantee

Unaudited Financial Statements

31 March 2019

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WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

Financial Statements

Year ended 31 March 2019

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WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

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

Year ended 31 March 2019

The trustees, who are also the directors for the purposes of company law, present their report and the unaudited financial statements of the charity for the year ended 31 March 2019.

Chair's report

"It gives me great satisfaction to reflect back on another incredibly successful year for the project - lives changed for the good forever!

The best way to really get to the heart of this is to put "Dear Friend Letters Birmingham Freedom Project" into the You Tube search engine. Within half an hour you can watch all 20 videos of the voices of the survivors who have prospered in the project. They talk about transformation, emotional connectedness within their families and lives restored to friendship and love.

With all this comes vastly better physical and mental health, and families functional and reunited. We change lives and help prevent countless suffering and pressure on the pressured public purse. This is only achieved through the monumental energy and skill that Jacky and Donna have in abundance, ably supported by Jo. I'm grateful too for the work done in the project by Sadia- one of our trustees.

We have a strong sense within the project of the need to develop what we do so many more women and children can benefit and our updated strategy has been signed off, as has our new name. So WE:ARE-Women's Empowerment and Recovery Educators.

We are what's on the side of the tin and gloriously so!

I commend this report to you, and remember to go onto You Tube! It's one thing to read, it's another to hear eyewitness testimony of the amazing life changing and transforming work that Jacky, Donna and Jo plus Sadia do in partnership with our amazing survivors."

Dr Andrew Coward
Chair

Objectives and activities

Foreword

In order to meet our objectives, we delivered the following Awareness, Empowerment and Parenting Programmes alongside a range of activities and workshops throughout the year.

At all times in planning our activities the charity has referred to the guidance contained in the Charity Commission's general guidance on public benefit and how the activities will contribute to the overall aims and objectives we have set.

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

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

Year ended 31 March 2019

Achievements and performance

3 x 11-week Freedom Programme exploring the abusive tactics, controlling behaviours and belief systems of the personas of the dominator and the effects on women and children's health and well-being. The end of each session studies the non-abusive counterpart looking at what a relationship built on equality and respect looks and feels like. 120 women attended.

3 x 10-week Adult ACEs (Adverse Childhood Experiences) Recovery Toolkit Programme that has been written to educate and inform individuals about the impact of ACEs on them and their children if they have them. The programme provides guidance on the protective factors that help mitigate the impact of ACEs, and practical methods for individuals developing the resilience they need for themselves and for their children if they have them. 45 women attended.

3 x 10-week You & Me, Mum Programme where mothers have the opportunity to safely explore the impact domestic abuse has had on themselves and the relationships with their children. It also explores Protective Behaviour messages and strategies for keeping safe. The course focuses on self-empowerment and mutual aid, recognising the central role of mothers in the protection and positive development of their children. 58 women attended.

1 x 12-week Domestic Abuse Recovery Toolkit Programme for any individual who has experienced domestic abuse, designed to assist to build confidence and self-esteem and look at ways to develop positive lifestyle coping strategies. It is unique in its approach using a combination of psycho-education, trauma focused cognitive behaviour therapy and person-centred therapeutic principles. 18 women attended.

In total 241 women attended programmes during the year.

WE:ARE Women's Empowerment And Recovery Educators Ltd

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

Year ended 31 March 2019

Achievements and performance *(continued)*

Health & Well-Being Activities

Art Group

Our weekly Coffee Cake Chat & Create group led by our Artist in Residence Holly Nolan continues to deliver outstanding pieces of work week after week with the aim of improving confidence and self-esteem, connecting with other women and working towards an exhibition of their work.

Dance Classes

Dance is beneficial for both physical and mental health, and provided in a safe woman only space, the classes enabled the expression of shared emotions providing feelings of unity and harmony. Learning together the routine to 'Break The Chain' which was written by Eve Ensler for Million Women Rise has been a great way for all involved to celebrate freedom and to communicate and express how they felt.

Alongside the regular activities the following workshops were also offered:

- Poetry Workshops
- Christmas Wreath Making Workshop
- Tree of Life Workshop
- Walking Through Shame Workshop
- Become - Transformational Coaching workshop
- Heart start Emergency Life Skills Workshop
- Relaxation Workshops x 2
- Group visit to Symphony Hall Community Spirit Choir

Celebration Events

Two Celebration events were held during the year, in April and December, for women participating in programmes. They enjoyed a whole range of pampering sessions, creative activities, music, dance and food. Abusers restrict women's time and money, isolate them from friends and family, reduce their capacity for action and break down their confidence and self-esteem. Rebuilding and improving confidence and self-esteem, feeling good about oneself again and being part of something is so important after finding the strength to leave. These events have been full of fun, laughter and connectedness and have been an invaluable part of the healing process. Inspirational speakers attending included Jess Phillips MP, actress Maya Sondhi, radio presenter Matilda New, comedian and actress Janice Connolly AKA Barbara Nice, Jo Watson psychotherapist, activist and organiser of A Disorder for Everyone, Clare Shaw: poet, performer, tutor, trainer and Kate Booth BCC Cabinet Member for Children's Well-Being.

WE:ARE Women's Empowerment And Recovery Educators Ltd

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

Year ended 31 March 2019

Achievements and performance *(continued)*

Objects and activities continued:

In April 2018 we instructed University of Birmingham to undertake a service evaluation of the Freedom Project as a whole. The evaluation was led by Caroline Bradbury-Jones who leads the Risk Abuse and Violence research programme and Isobel Haywood a post graduate student studying on the Masters in Public Health at the University of Birmingham. **Findings:** Five themes were identified, each capturing a distinct aspect or impact of the Project: consciousness and recognition, positive personal change, shared experiences, moving forward, and inclusiveness. The women expressed extremely positive opinions of the Birmingham Freedom Project and its staff members. Commonly cited benefits included improved self-esteem and confidence, greater understanding and acceptance, reduced feelings of loneliness, and improved relationships with others. A number of women also commented that Birmingham Freedom Project services had been significantly more helpful than encounters with 'professionals'.

In June 2018 staff attended the Trauma Summit in Belfast to hear from the world's leading experts in trauma, neuroscience, developmental trauma, psychotherapy, addiction and trauma recovery. We heard from Dr Gabor Mate, Judith Herman, Bessel van der Kolk, Dan Siegel and Janina Fisher to name but a few. Staff attended keynote presentations and workshops to gain a deeper understanding, have hands on learning experiences and engage and network with other professionals in the field.

In July 2018 staff and group members attended the Drop the Disorder event billed 'for everyone who is interested in the current debates around mental health' It attracted psychologists, counsellors, service users, psychotherapists, mental health support professionals, psychiatrists, people with lived experience, managers and individuals with a personal interest. We heard from some amazing speakers including Jo Watson, Dr Lucy Johnstone and Dr Jacqui Dillon. Stand out words of the day for the women who came with us were: 'It's a power imbalance not a chemical imbalance' and 'It's not what's wrong with you, it's what's happened to you'

In September 2018 staff joined 2000 delegates from various sectors around the UK to participate in Scotland's ACE (Adverse Childhood Experiences) Aware Nation Conference. Nicola Sturgeon opened the conference followed by the keynote speech from Dr Nadine Burke Harris, an American pediatrician who has championed ACE Awareness in America and throughout the world. The key message from Dr Burke Harris was "Start where you are. Do what you can." With staff being the first in the UK to deliver the ACE Recovery Toolkit Programme it was confirmation of the need for our work and the benefits of delivering a trauma-informed approach and being a trauma-informed service.

In February 2019 a number of our group members took part in focus groups with a team of researchers who are designing a study with the aim of improving how health visitors identify and respond to women affected by domestic abuse. They wanted to work closely on the study with women who have personal experience of DVA and especially those who have children and know about health visiting services. The study will investigate whether it is appropriate to adapt a DVA intervention called IRIS which - was initially developed for GP practices - in the context of health visiting services. The plan is for the researchers to apply for funding for this study and if successful how we can be part of taking this forward.

In March 2019 we were invited to hold a stall at Birmingham & Solihull Mental Health Foundation Trust Safeguarding Team's Annual Conference - Domestic Abuse - Improving our Response and Practice. The event focused on recognising, identifying and responding to Domestic Abuse. We were delighted when the new CEO Roisin Fallon acknowledged our work and read from one of our Dear Friend Letters in her opening speech.

WE:ARE Women's Empowerment And Recovery Educators Ltd

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

Year ended 31 March 2019

Achievements and performance *(continued)*

On Friday March 8th 2018 staff and group members and their children attended International Women's Day Reclaim the Night March. The march gives women a voice and a chance to reclaim the streets at night on a safe and empowering event. Women marched to say that we are never to blame for rape and male violence. Women marched to demand the right to live without the fear and to demand an end to male violence against women. Everyone brought their own designed banners made during our banner making workshops.

In March 2019 several group members attended the Out of Control one-day conference in London. With art, poetry, theatre, and more, it was a day to come together to respond to male violence. Free tickets were available to those who have been subjected to abuse. The event also celebrated the launch of "Out of Control", a new book by organiser and Gender Justice Specialist, Natalie Collins who says Churches must do more to understand and respond to acts of violence against women. Natalie is due to visit our project in October 2019.

Resilience the Biology of Loss and The Science of Hope

We continue to hold screenings of Resilience from our base on a regular basis. Being the only organisation in Birmingham to hold the licence we respond to requests for screenings from a wide range of organisations. Throughout the year we have held 20 screenings for police, probation service, community workers, family support workers, school mentors, teachers, faith leaders and social workers.

WE:ARE Women's Empowerment And Recovery Educators Ltd

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

Year ended 31 March 2019

Achievements and performance *(continued)*

Training CPD (Continuing Professional Development)

During the year staff updated their CPD with the following training and workshops:

- Safeguarding Children & Cultural Awareness
- Attachment Theory and Brain Development
- ABC of Trauma
- Sexual Violence Recovery Toolkit Train The Trainer
- Tree of Life Training
- Storytelling Strategy Workshop
- NCDV Training on Civil Court Actions
- Freedom Programme for Primary Children

Partnerships are important in supporting women and children against domestic abuse. We value the many partnership opportunities we have which include:

- Birmingham & Solihull women's Aid
- Anawim
- RSVP (Rape & Sexual Violence Project)
- Birmingham Children's Trust
- Protective Behaviours Consortium
- Forward Thinking Birmingham
- The Brandwood Centre
- West Midlands Fire Service
- Innovating Minds
- Moseley & Kings Heath Magazine
- University of Birmingham
- Parks for Play

Children's Programmes

We commissioned Innovating Minds CIC to deliver three 8 week Children's programmes a year to run alongside the adults programmes which enables the parent and child to develop a shared understanding and a shared journey of recovery. This is unique and the only joint programme for women and their children in the whole of the West Midlands. The post-group evaluation demonstrated the following improvements: (completed by the child).

- An increase in children feeling satisfied with themselves
- An increase in young people feeling they had a number of good qualities
- Children believed they were able to do things as well as most other people

(completed by the mother)

- My child's confidence in new situations improved
- Time spent worrying decreased
- Behaviours involving helping others increased
- Completing tasks and attention span increased

WE:ARE Women's Empowerment And Recovery Educators Ltd

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

Year ended 31 March 2019

Achievements and performance *(continued)*

Patrons

This year we welcomed two new Patrons. We are delighted to have on board actress and screenwriter Maya Sondhi who kept us on tenterhooks in Line of Duty and Capital Radio breakfast presenter Matilda New. They have both joined us at our women's celebration events and we hope to see a lot more of them in the coming year.

Dear Friend Letters Project

Our Dear Friend Letter project funded through Heart of England Foundation Trust continues to grow with over 200 inspirational letters of hope and healing written by women who have completed programmes. We now have a YouTube channel containing 26 videos of inspirational women being the voice and face of those very special letters. Further funding is being sought to produce a Dear Friend Letters book.

Meetings

We are continually asked to host visits for professionals to inform them of the work we do. We love sharing our delivery methods and positive outcomes through delivering presentations and inviting agencies into our space.

During the year we were delighted to welcome the following guests:

- Cllr Kate Booth - Cabinet Member for Children's Well-being
- Andy Couldrick - CEO Birmingham Children's Trust
- Andrew Christie - Chair Birmingham Children's Trust
- Erin Docherty Senior Lead Nurse- Forward Thinking Birmingham
- Dr Matthew Broome - Director Institute for Mental Health
- Chair of Performances Birmingham Ltd, Chair of West Midlands Mayor Leadership Commission,
- Caroline Carr- Probation
- Anita Bhalla OBE - Independent Member of CCG, Chair of West Midlands Mayor Leadership Commission
- Paul Jennings Chair of CCG
- Tony Hawkhead Vice Chair CCG
- Peter Ingram Clinical Chair CCG
- John Bishop Managing Director of Evolve

We delivered the following presentations during the year:

- BSMHFT Shenley Fields Healthy Minds / Mental Health Teams
- Birmingham & Solihull Women's Aid IRIS team
- Birmingham East Domestic Violence Performance
- Charity Comms Midlands Networking Group

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

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

Year ended 31 March 2019

Financial review

General

The total income for the charity, grants and donations, during the year was £109,696 (2018: £124,342). Although specific grants are received they are all directed towards the core work of the charity and are therefore considered unrestricted in their use.

Total expenditure was £119,224 (2018: £98,261). The net result was a deficit for the year of £9,528 (2018: surplus of £26,081). This amount has been deducted from reserves leaving a balance carried forward for future use of £43,148.

Acknowledgements

We are ever grateful for Big Lottery Reaching Communities Grant for funding during the last three years. We have witnessed so many life changing moments for women and children in that time which would not have been possible without this grant. We are also grateful to the Grimmitt Trust, Sainsburys, Heart of England Community Women and Girls Fund, and our many other donors who provided funding for programmes and creative activities.

Reserves Policy

The charity's current policy is to maintain sufficient reserves to enable it to pay salaries and other operating costs for a period of three months. At present levels of costs this is estimated to be £25,000. Excess monies will be used to develop and expand programmes and projects and, hopefully increase staffing levels.

Plans for future periods

Our plans for the future are to develop on our success during the past year and to grow the projects and the programmes that we are able to offer. More information on this is incorporated in the attached detailed report.

Structure, governance and management

WE:ARE Women's Empowerment And Recovery Educators Ltd is a company limited by guarantee governed by its Memorandum and Articles of Association dated 11 February 2008 and is registered as a charity with the Charities Commission. The charity, previously known as Allens Croft Project, changed its name on 11 July 2019.

Organisation

The Board of Trustees meets bi-monthly. (The Project Manager has delegated authority for day to day operational and business matters). Significant decisions are dealt with by the Board.

Related Parties

The current board of trustees are all professionals who are either currently involved with or who have recently retired from the NHS. It is possible that at some times there will be work carried out for organisations in which the directors have significant influence and as such will need to be reported.

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

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

Year ended 31 March 2019

Structure, governance and management *(continued)*

Funding

The Company receives grants from various grant making bodies in order to assist with salaries and pay for various activities. It also receives donations. It does not actively seek money from the general public but does not reject any donations that may be offered.

Risk Management

The Trustees have a Risk Management strategy which involves:

- Governance - a review of how the risk affects our aims.
- Operational - Service quality, safeguarding, child protection and health and safety.
- Financial - reviewing adequacy of reserves and cash flow.

Reference and administrative details

Registered charity name	WE:ARE Women's Empowerment And Recovery Educators Ltd
Charity registration number	1123337
Company registration number	06498953
Principal office and registered office	St Bede's Church Bryndale Avenue Birmingham B14 6NG

The trustees

C Collins	
Dr A Coward	
C Dale	
D Edwards	
J Guggenheim	
S Masud	(Appointed 17 October 2018)

Accountants	David Seeley FCA Chartered accountant Accuo Accounting Limited Chartered Accountants Alvechurch Birmingham B48 7JX
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Small company provisions

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies exemption.

WE:ARE Women's Empowerment And Recovery Educators Ltd

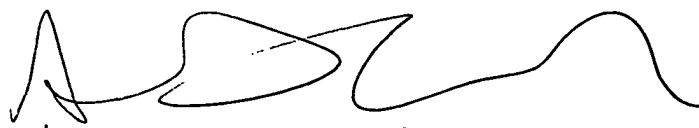
Company Limited by Guarantee

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

Year ended 31 March 2019

The trustees' annual report was approved on 15 November 2019 and signed on behalf of the board of trustees by:

Dr A Coward
Trustee



Dr. A. Coward

15/11/2019

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

Independent Examiner's Report to the Trustees of WE:ARE Women's Empowerment And Recovery Educators Ltd

Year ended 31 March 2019

I report to the trustees on my examination of the financial statements of WE:ARE Women's Empowerment And Recovery Educators Ltd ('the charity') for the year ended 31 March 2019.

Responsibilities and basis of report

As the trustees of the company (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act; or
2. the financial statements do not accord with those records; or
3. the financial statements do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination; or
4. the financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.



DAVID SEELEY FCA
Chartered accountant

Accuo Accounting Limited
Chartered Accountants
Alvechurch
Birmingham
B48 7JX

15/11/2019

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

Statement of Financial Activities (including income and expenditure account)

31 March 2019

		2019	2018
		Unrestricted funds	Total funds
	Note	£	£
Income and endowments			
Donations and legacies	5	109,696	124,342
Total income		<u>109,696</u>	<u>124,342</u>
Expenditure			
Expenditure on charitable activities	6,7	119,224	98,261
Total expenditure		<u>119,224</u>	<u>98,261</u>
Net (expenditure)/income and net movement in funds		<u>(9,528)</u>	<u>26,081</u>
Reconciliation of funds			
Total funds brought forward		52,676	26,595
Total funds carried forward		<u>43,148</u>	<u>52,676</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 14 to 19 form part of these financial statements.

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

Statement of Financial Position

31 March 2019

		2019		2018
		£	£	£
Current assets				
Debtors	15	1,950		400
Cash at bank and in hand		49,170		65,042
		<u>51,120</u>		<u>65,442</u>
Creditors: amounts falling due within one year	16	<u>7,972</u>		<u>12,766</u>
Net current assets			43,148	52,676
Total assets less current liabilities			43,148	52,676
Net assets			43,148	52,676
Funds of the charity				
Unrestricted funds			43,148	52,676
Total charity funds	17		43,148	52,676

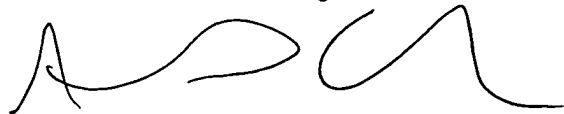
For the year ending 31 March 2019 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

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

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 15 November 2019, and are signed on behalf of the board by:



Dr A Coward
Trustee



J Guggenheim
Trustee

The notes on pages 14 to 19 form part of these financial statements.

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

Notes to the Financial Statements

Year ended 31 March 2019

1. General information

The charity is 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 St Bede's Church, Bryndale Avenue, Birmingham, B14 6NG.

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 Charities Act 2011.

3. Accounting policies

Basis of preparation

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

Going concern

There are no material uncertainties about the charity's ability to continue.

Disclosure exemptions

The charity meets the definition of a public benefit entity.

It satisfies the criteria of being a qualifying entity as defined in FRS 102 and as such the trustees have taken advantage of the exemption and have not prepared a cash flow statement for the company.

Judgements and key sources of estimation uncertainty

Significant judgements

There are no judgements (apart from those involving estimations) that management has made in the process of applying the entity's accounting policies that have any significant effect on the amounts recognised in the financial statements.

Key sources of estimation uncertainty

Accounting estimates and assumptions are made concerning the future and, by their nature, will rarely equal the related actual outcome. The trustees do not consider however that there are any key assumptions or other sources of estimation uncertainty that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year.

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2019

3. Accounting policies *(continued)*

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes. Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of an appeal, and fall into one of two sub-classes: restricted income funds or endowment funds. There are currently no restricted funds.

Incoming resources

All income is 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.
- 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 applicable VAT as this cannot be recovered, and is classified under headings of the statement of financial activities to which it relates:

- 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.

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:

Computers	- 33% straight line
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WE:ARE Women's Empowerment And Recovery Educators Ltd

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Notes to the Financial Statements *(continued)*

Year ended 31 March 2019

3. Accounting policies *(continued)*

Defined contribution plans

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided.

4. Limited by guarantee

The company is limited by guarantee and consequently has no share capital. In the event of a winding up the liability of a member to contribute to the assets of the company is limited to £1.

5. Donations and legacies

	Unrestricted Funds £	Total Funds 2019 £	Unrestricted Funds £	Total Funds 2018 £
Donations				
Donations	6,953	6,953	9,786	9,786
Grants				
Grants	102,743	102,743	114,556	114,556
	<u>109,696</u>	<u>109,696</u>	<u>124,342</u>	<u>124,342</u>

6. Expenditure on charitable activities by fund type

	Unrestricted Funds £	Total Funds 2019 £	Unrestricted Funds £	Total Funds 2018 £
Domestic Violence Programme	108,442	108,442	93,940	93,940
Support costs	10,782	10,782	4,321	4,321
	<u>119,224</u>	<u>119,224</u>	<u>98,261</u>	<u>98,261</u>

7. Expenditure on charitable activities by activity type

	Activities undertaken directly £	Support costs £	Total funds 2019 £	Total fund 2018 £
Domestic Violence Programme	108,442	8,510	116,952	97,161
Governance costs	—	2,272	2,272	1,100
	<u>108,442</u>	<u>10,782</u>	<u>119,224</u>	<u>98,261</u>

WE:ARE Women's Empowerment And Recovery Educators Ltd

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Notes to the Financial Statements *(continued)*

Year ended 31 March 2019

8. Analysis of support costs

	Analysis of support costs Domestic Violence Programme	Total 2019	Total 2018
	£	£	£
Staff costs	8,510	8,510	3,221
Governance costs	1,000	1,000	1,100
	<u>9,510</u>	<u>9,510</u>	<u>4,321</u>

9. Net (expenditure)/income

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

	2019 £	2018 £
Depreciation of tangible fixed assets	—	464
Operating lease rentals	<u>723</u>	<u>706</u>

10. Independent examination fees

	2019 £	2018 £
Fees payable to the independent examiner for:		
Independent examination of the financial statements	402	402
Other financial services	<u>600</u>	<u>600</u>
	<u>1,002</u>	<u>1,002</u>

11. Staff costs

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

	2019 £	2018 £
Wages and salaries	61,000	56,401
Social security costs	4,932	4,396
Employer contributions to pension plans	<u>787</u>	<u>360</u>
	<u>66,719</u>	<u>61,157</u>

The average head count of employees during the year was 3 (2018: 2). The average number of full-time equivalent employees during the year is analysed as follows:

	2019 No.	2018 No.
Number of staff involved in charitable activities	<u>3</u>	<u>2</u>

No employee received employee benefits of more than £60,000 during the year (2018: Nil).

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2019

11. Staff costs *(continued)*

Key Management Personnel

The trustees consider that they comprise the key management personnel. No remuneration is paid to them by the charity or any third party in connection with their role at the charity.

12. Trustee remuneration and expenses

No remuneration or other benefits from employment with the charity or a related entity were received by the trustees in either the current or previous year. No expenses were reimbursed in either year. See note 20 for details of payments for consultancy work made to one of the trustees.

13. Transfers between funds

There were no transfers between funds during the year.

14. Tangible fixed assets

	Equipment £	Total £
Cost		
At 1 April 2018 and 31 March 2019	<u>1,392</u>	<u>1,392</u>
Depreciation		
At 1 April 2018 and 31 March 2019	<u>1,392</u>	<u>1,392</u>
Carrying amount		
At 31 March 2019	<u>—</u>	<u>—</u>
At 31 March 2018	<u>—</u>	<u>—</u>

15. Debtors

	2019 £	2018 £
Prepayments and accrued income	<u>1,950</u>	<u>400</u>

16. Creditors: amounts falling due within one year

	2019 £	2018 £
Accruals and deferred income	<u>7,972</u>	<u>12,766</u>

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2019

17. Analysis of charitable funds

Unrestricted funds

	At 1 April 2018	Income	Expenditure	At 31 March 2019
	£	£	£	£
General funds	<u>52,676</u>	<u>109,696</u>	<u>(119,224)</u>	<u>43,148</u>

18. Analysis of net assets between funds

	Unrestricted Funds	Total Funds 2019	Total Funds 2018
	£	£	£
Current assets	51,120	51,120	65,442
Creditors less than 1 year	(7,972)	(7,972)	(12,766)
Net assets	<u>43,148</u>	<u>43,148</u>	<u>52,676</u>

19. Operating lease commitments

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

	2019 £	2018 £
Not later than 1 year	528	—
Later than 1 year and not later than 5 years	—	1,232
	<u>528</u>	<u>1,232</u>

20. Related parties

During the previous year (31 March 2018) C Dale, trustee, received £10,200 in respect of specialist consultancy services provided to the charity.