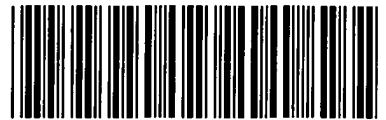


COMPANY REGISTRATION NUMBER: 06498953
CHARITY REGISTRATION NUMBER: 1123337

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

**Company Limited by Guarantee
Unaudited Financial Statements
31 March 2021**

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WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

Financial Statements

Year ended 31 March 2021

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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 2021

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 2021.

Objectives and activities

April 1st 2020 - 31st March 2021

The activities of the charity during the past year are set out in the previous pages. 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.

The main achievements of the charity during the year are reported in earlier pages.

Achievements and performance

The achievements and performance of the charity during the past year are set out in earlier pages.

Financial review

General

The total income for the charity, grants and donations, during the year was £202,095 (2020: £146,326). Of this £194,046 is from grants and is reported as restricted.

Total expenditure was £172,315 (2020: £109,196). Of this £166,008 relates to specific grants received from grants and is reported as restricted. A further £2,200 was expended in expectation of monies to be received from West Midlands Police. At the year end there was a deficit balance on this fund but a grant was received in the new financial year.

The net result was a surplus for the year of £29,780 (2020: of £37,130). This amount has been added to reserves leaving a balance carried forward for future use of £110,058 of which £56,046 is considered unrestricted and £54,012 restricted.

Acknowledgements

We are ever grateful for Big Lottery Reaching Communities Grant for ongoing funding. 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 Peoples Health Trust, 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 hold sufficient reserves to ensure that we can meet our liabilities in the event of the charity's closure - currently assessed at £29k (mainly redundancy costs) plus three months running costs assessed at £30k. The Current reserves level of £56,046 is broadly in line with this policy and the trustees consider no adjustment or specific action is required.

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 2021

Financial review *(continued)*

Prior Year Restatement

In previous years the charity's policy has been to treat all monies received in respect of its Domestic Violence programmes as being unrestricted. This is because the primary purpose of the objective of the charity is the support of people who have suffered from abuse and consequently all monies were directed to this aim irrespective of source.

We are now in receipt of substantial grants from different funders and it seems more appropriate to show in more detail the monies received and the related expenditure. Consequently the figures for the prior year have been restated and an opening balance of various funds is now shown. The effect has been to transfer an amount from the funds previously reported as unrestricted. The overall reserves of the charity have not been affected by this.

Plans for future periods

As we closed the year in March 2020 COVID-19 arrived and our projects, workshops, programmes and activities all came to a standstill. But as you can see in the report our close knit dedicated team swiftly joined together, made a plan and started to adapt to working remotely to ensure that the women on our programmes and women yet to find us could still access services at a time when they are needed the most.

Who knows what the next few weeks or months will bring. We end the year knowing that our team: Jacky, Donna, Jo, Sadia and Sharmina have the skills, commitment and dedication to do everything we can to continue to offer a range of awareness and empowerment programmes to enable those who come to us for support to Rise Reclaim and Recover

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 mainly 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.

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.

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 2021

Structure, governance and management *(continued)*

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

Dr A Coward
D Edwards
J Guggenheim
JH Godman
SM Need

(Appointed 9 September 2020)

Accountants

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

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 2021

The trustees' annual report was approved on 7 November 2021 and signed on behalf of the board of trustees by:

A handwritten signature in black ink, appearing to read 'J Guggenheim', with a long, sweeping horizontal line extending to the right.

J Guggenheim
Trustee

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 2021

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 2021.

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').

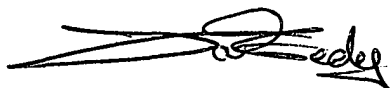
Having satisfied myself that the accounts of the company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). 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

8/11/2021

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

Statement of Financial Activities (including income and expenditure account)

31 March 2021

			2021		2020
	Note	Unrestricted funds £	Restricted funds £	Total funds £	Total funds £
Income and endowments					
Donations and legacies	5	8,049	194,046	202,095	146,326
Total income		<u>8,049</u>	<u>194,046</u>	<u>202,095</u>	<u>146,326</u>
Expenditure					
Expenditure on charitable activities	6,7	4,107	168,208	172,315	109,196
Total expenditure		<u>4,107</u>	<u>168,208</u>	<u>172,315</u>	<u>109,196</u>
Net income and net movement in funds		<u>3,942</u>	<u>25,838</u>	<u>29,780</u>	<u>37,130</u>
Reconciliation of funds					
Total funds brought forward		52,104	28,174	80,278	43,148
Total funds carried forward		<u>56,046</u>	<u>54,012</u>	<u>110,058</u>	<u>80,278</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 8 to 14 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 2021

		2021		2020
		£	£	£
Current assets				
Debtors	15	4,560		4,950
Cash at bank and in hand		116,474		85,423
		<u>121,034</u>		<u>90,373</u>
Creditors: amounts falling due within one year	16	<u>10,976</u>		<u>10,095</u>
Net current assets			<u>110,058</u>	<u>80,278</u>
Total assets less current liabilities			<u>110,058</u>	<u>80,278</u>
Net assets			<u>110,058</u>	<u>80,278</u>
Funds of the charity				
Restricted funds			54,012	30,838
Unrestricted funds			<u>56,046</u>	<u>49,440</u>
Total charity funds	17		<u>110,058</u>	<u>80,278</u>

For the year ending 31 March 2021 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 7 November 2021, and are signed on behalf of the board by:



J Guggenheim
Trustee

The notes on pages 8 to 14 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 2021

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.

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 subject 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 endowment funds.

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2021

3. Accounting policies *(continued)*

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

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.

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2021

5. Donations and legacies

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
Donations			
Donations	4,049	–	4,049
Grants			
Big Lottery-Main Grant	–	50,313	50,313
Heart of England-Women and Girls Fund	–	3,000	3,000
Big Lottery-Interim Grants	–	50,000	50,000
Big Lottery-Office for Civil Society	–	50,000	50,000
Peoples Health Trust	–	9,924	9,924
Police and Crime Commissioner	–	30,809	30,809
Sainsbury	–	–	–
Heart of England-Transition and Growth Fund	–	–	–
Government grant income	4,000	–	4,000
	<u>8,049</u>	<u>194,046</u>	<u>202,095</u>
	Unrestricted Funds £	Restricted Funds £	Total Funds 2020 £
Donations			
Donations	8,221	–	8,221
Grants			
Big Lottery-Main Grant	–	99,151	99,151
Heart of England-Women and Girls Fund	–	5,000	5,000
Big Lottery-Interim Grants	–	–	–
Big Lottery-Office for Civil Society	–	–	–
Peoples Health Trust	–	5,954	5,954
Police and Crime Commissioner	–	–	–
Sainsbury	–	3,000	3,000
Heart of England-Transition and Growth Fund	–	25,000	25,000
Government grant income	–	–	–
	<u>8,221</u>	<u>138,105</u>	<u>146,326</u>

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2021

6. Expenditure on charitable activities by fund type

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
Domestic Violence Programme	4,107	158,617	162,724
Support costs	–	9,591	9,591
	<u>4,107</u>	<u>168,208</u>	<u>172,315</u>
	Unrestricted Funds £	Restricted Funds £	Total Funds 2020 £
Domestic Violence Programme	1,929	97,450	99,379
Support costs	–	9,817	9,817
	<u>1,929</u>	<u>107,267</u>	<u>109,196</u>

7. Expenditure on charitable activities by activity type

	Activities undertaken directly £	Support costs £	Total funds 2021 £	Total fund 2020 £
Domestic Violence Programme	162,724	8,500	171,224	108,112
Governance costs	–	1,091	1,091	1,084
	<u>162,724</u>	<u>9,591</u>	<u>172,315</u>	<u>109,196</u>

8. Analysis of support costs

	Analysis of support costs Domestic Violence Programme £	Total 2021 £	Total 2020 £
Staff costs	8,500	8,500	8,733
Governance costs	1,091	1,091	1,084
	<u>9,591</u>	<u>9,591</u>	<u>9,817</u>

9. Net income

Net income is stated after charging/(crediting):

	2021 £	2020 £
Operating lease rentals	706	529

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2021

10. Independent examination fees

	2021	2020
	£	£
Fees payable to the independent examiner for:		
Independent examination of the financial statements	402	402
Other financial services	600	600
	<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:

	2021	2020
	£	£
Wages and salaries	108,995	70,932
Social security costs	8,186	2,689
Employer contributions to pension plans	1,991	1,483
	<u>119,172</u>	<u>75,104</u>

The average head count of employees during the year was 6 (2020: 3). The average number of full-time equivalent employees during the year is analysed as follows:

	2021	2020
	No.	No.
Number of staff involved in charitable activities	<u>5</u>	<u>3</u>

No employee received employee benefits of more than £60,000 during the year (2020: Nil).

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.

13. Transfers between funds

There were no transfers between funds during the year.

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2021

14. Tangible fixed assets

	Equipment £	Total £
Cost		
At 1 April 2020 and 31 March 2021	<u>1,392</u>	<u>1,392</u>
Depreciation		
At 1 April 2020 and 31 March 2021	<u>1,392</u>	<u>1,392</u>
Carrying amount		
At 31 March 2021	<u>-</u>	<u>-</u>
At 31 March 2020	<u>-</u>	<u>-</u>

15. Debtors

	2021 £	2020 £
Trade debtors	-	3,000
Prepayments and accrued income	<u>4,560</u>	<u>1,950</u>
	<u>4,560</u>	<u>4,950</u>

16. Creditors: amounts falling due within one year

	2021 £	2020 £
Accruals and deferred income	<u>10,976</u>	<u>10,095</u>

17. Analysis of charitable funds

Unrestricted funds

	At 1 April 2020 £	Income £	Expenditure £	At 31 Mar 2021 £
General funds	<u>52,104</u>	<u>8,049</u>	<u>(4,107)</u>	<u>56,046</u>

WE:ARE Women's Empowerment And Recovery Educators Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2021

17. Analysis of charitable funds *(continued)*

Restricted funds

	At 1 April 2020	Income	Expenditure	At 31 Mar 2021
	£	£	£	£
Big Lottery-Main Grant	124	50,313	(50,437)	–
Big Lottery-Main Grant-Interim Fund	–	50,000	(3,480)	46,520
Heart of England-Transition and Growth	20,316	–	(20,155)	161
Police and Crime Commissioner	–	30,809	(29,833)	976
West Midlands Police	–	–	(2,200)	(2,200)
Big Lottery-Office for Civil Society	–	50,000	(49,870)	130
Heart of England-Women and Girls Fund	4,466	3,000	(4,700)	2,766
Peoples Health Trust	3,268	9,924	(7,533)	5,659
	<u>28,174</u>	<u>194,046</u>	<u>(168,208)</u>	<u>54,012</u>

18. Analysis of net assets between funds

	Unrestricted Funds	Restricted Funds	Total Funds 2021	Total Funds 2020
	£	£	£	£
Current assets	67,022	54,012	121,034	90,373
Creditors less than 1 year	(10,976)	–	(10,976)	(10,095)
Net assets	<u>56,046</u>	<u>54,012</u>	<u>110,058</u>	<u>80,278</u>