

REGISTERED COMPANY NUMBER: 03171880 (England and Wales)  
REGISTERED CHARITY NUMBER: 1054154

# women's aid

until women & children are safe

**WOMEN'S AID FEDERATION OF ENGLAND**

**REPORT OF THE TRUSTEES AND  
FINANCIAL STATEMENTS FOR THE  
YEAR ENDED 31 MARCH 2019**

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**WOMEN`S AID FEDERATION OF ENGLAND**  
**CONTENTS OF THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2019**

	Page
Reference and administration details	1
Report of the Trustees	2 to 24
Report of the Independent Auditors	25 to 26
Statement of Financial Activities	27
Balance Sheet	28
Cash Flow Statement	29
Notes to the Cash Flow Statement	30
Notes to the Financial Statements	31 to 55

## WOMEN'S AID FEDERATION OF ENGLAND

### Reference and administration details

<b>Chief Executive</b>	Vacant (Katie Ghose departed 7 <sup>th</sup> February 2019)
<b>Trustees</b>	Femi Otitoju, Co-Chair Mary Mason, Interim Co-Chair Becky Rogerson Jennifer Gerrard, Co-Treasurer (resigned 31 <sup>st</sup> March 2019) Jo Gough Kathryn Awe-Cunningham, Co-Treasurer (resigned 17 <sup>th</sup> March 2019) Naomi Dickson Sarah Forster Sarah Hill Victoria Bleazard Yasmin Khan Zlakha Ahmed
<b>Patrons</b>	Julie Walters Melanie Brown
<b>Ambassadors</b>	Jahmene Douglas Lucy Gaskell Bill Ward Charlie Webster Alice Liveing
<b>Registered office</b>	PO Box 3245 Bristol BS2 2EH The charity is incorporated in the UK
<b>Company registration number</b>	03171880 (England and Wales)
<b>Charity registration number</b>	1054154
<b>Solicitors</b>	Burroughs Day 18-21 Queen Street Bristol BS1 4NH
<b>Bankers</b>	Co-operative Retail Bank 16 St Stephen Street Bristol BS1 1JR
<b>Auditor</b>	Bevan Buckland LLP Langdon House Langdon Rd Swansea Waterfront St Thomas Swansea SA1 8QY

## **REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2019**

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2019. The trustees have adopted the provisions of 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 2015).

Reference and administrative information set out on pages one and two form part of this report. The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard 102. The board members including the chair, secretary and treasurer(s) are appointed by the board. Each appointment is in accordance with the Women's Aid Memorandum and Articles of Association. Women's Aid is required to have a minimum of three board members and a maximum of 12. The post of chair is currently jointly held, as is treasurer, arrangements that are not constitutionally required.

Board members are required to act in the best interests of Women's Aid and for the benefit of the members as a whole. The board is ultimately responsible for all that Women's Aid does. In order for Women's Aid to perform effectively, day-to-day operational management of the charity is delegated to the Chief Executive.

The board retains the following duties to:

- ensure that Women's Aid fulfils its charitable objectives;
- determine Women's Aid's overall strategic direction within resource limits;
- monitor the performance of the Chief Executive and her team, holding them to account for the exercise of their delegated powers and delivery against plans and budgets;
- promote and protect Women's Aid's values, integrity, and reputation;
- ensure high standards of governance that command the confidence of all of Women's Aid's staff and stakeholders;
- exercise independent judgement, reasonable care, skill and diligence; and
- promote the success of Women's Aid for the benefit of members by considering the
- be aware of the impact of Women's Aid's actions on the interests of employees.
- foster business relationships with customers/suppliers.
- be aware of the impact of Women's Aid's actions on the community and environment.

In fulfilling these duties the Board pays particular attention to:

- maximising the impact and effectiveness of Women's Aid;
- consulting, listening and responding to members;
- identifying and managing risks and harnessing opportunities;
- ensuring prudent use of funds - restricted and unrestricted; and
- ensuring that Women's Aid acts fairly, responsibly, transparently, proportionately and ethically.

### **Board appointments, induction and training**

The board appoints new trustees through a transparent and inclusive recruitment and selection process where board members must be aged over 18 years, meet the skills, knowledge and experience needed for the effective administration of Women's Aid and commit to upholding the organisation's mission and values. Recruitment to the board will be happening again throughout 2019.

On appointment, new board members receive a comprehensive induction to their role with Women's Aid. Information supplied includes a copy of Women's Aid's Memorandum and Articles of Association, a copy of Women's Aid's latest reports and statement of accounts and an induction pack.

The board recognises a new trustee needs ongoing support to be effective and will follow the six key principles of good governance as set out in the Women's Aid's Governance Framework.

In order to ensure all trustees receive ongoing support the board will, where realistic:

- have a mentoring programme;
- undertake training;
- take part in trustee or specialist networks;
- have away days or training sessions;

## WOMEN'S AID FEDERATION OF ENGLAND

### REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2019

- have appraisals;
- review their performance; and
- undertake benchmarking.

Trustees can expect to learn, develop, and be able to take on different responsibilities within the board. The board will be continuing its governance effectiveness review over the next year to ensure it is following good governance practice appropriate to the size, scale and nature of the charity's operations.

#### **Annual General Meeting (AGM)**

Women's Aid will invite all full members and board members to the AGM. Copies of the annual report and accounts will be sent to the board members and made available to all other members at the meeting venue.

The notice calling an AGM will be sent to all members 21 days before the meeting date. The notice will set out:

1. the date and time of the meeting;
2. the venue;
3. the details of the business to be considered (which will probably be mandatory items at this stage as members' resolutions may not have been received); and
4. an invitation to propose resolutions.

#### **WOMEN'S AID OBJECTIVES AND ACTIVITIES**

##### **Charitable objects**

The principal activity of the charity is to promote the protection of women and children who have suffered from, or are exposed to, gender-based violence, including the preservation and protection of their mental and physical health, the relief of need and the promotion of research and education concerning gender-based violence.

##### **Vision**

A world where every woman's right to equality and freedom from violence is unquestioned.

##### **Purpose**

Women's Aid exists to use its expertise, knowledge and influence to raise the status of women to a level where violence against them is no longer legitimised or tolerated.

##### **Strategy**

Our strategy has four main objectives:

1. Key target audiences understand coercive control, its impact and the diverse experiences of survivors.
2. Legislation and policy framework strengthened to protect survivors, their children and the specialist services supporting them.
3. More effective state, private and specialist sector response to domestic violence and abuse.
4. Women's Aid is established as a sustainable organisation with the ability to grow.

Our business plan for 2018/19 set out the following one-year charitable objectives:

- Change That Lasts is embedded in Women's Aid, member services, commissioning and VAWG strategies
- Women's Aid is a strong, sustainable federation that leads on domestic abuse
- Women's Aid has enhanced influence and campaigning presence addressing the root causes of domestic abuse;
- Women's Aid is a strong organisation with fulfilled people, a sustainable workplace and funds maximised.

Our activities to achieve each of these are outlined as follows.

## WOMEN'S AID FEDERATION OF ENGLAND

### REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2019

#### ACHIEVEMENTS AGAINST CHARITABLE OBJECTIVES SET FOR 2018/19

##### 1) CHANGE THAT LASTS IS EMBEDDED IN WOMEN'S AID, MEMBER SERVICES, COMMISSIONING

- Documented framework for community, agency and specialist responses to domestic abuse
- Documented framework for work with perpetrators and for specialist work with children and young people in a Change That Lasts context
- Communications and campaigns strategy supporting Change That Lasts

##### **Change That Lasts is our plan for a future where all survivors get the right response to domestic abuse the very first time.**

Our pilot programmes have developed in scope and scale and now include offering grants to local members to roll out the community ambassador programme Ask Me in their areas. Our aim is to build awareness and reporting of domestic abuse from the ground up; support Trusted Professionals, who are front-line practitioners in our communities, to better understand and support survivors of domestic abuse; and to provide our expert services with the tools they need to offer and demonstrate the very best response to survivors.

As Change That Lasts has evolved holistically, we have worked with Respect to support the development of a perpetrator approach. Consultations with survivors and member services have led to the development of a draft children and young people's strategy, creating a foundation for this vital work.

Our communications strategy for Change That Lasts is built on several pillars: messaging the vision and importance of the approach as the best response; promoting the aspects of the programme; working in partnership and shaping clear joint messaging.

Social media builds Ask Me ambassador engagement successfully - just one tweet alone reached **8,200** people. On Facebook we have a special group for Ask Me Ambassadors that supports their efforts and will enable us to develop a Facebook strategy for ambassadors in the coming year. Ambassadors are highly engaged with an open rate of over 70% to emails.

As well as shared materials and branding, we develop press releases and other messaging with our sister federations in Wales, Scotland and Northern Ireland, which illustrates the UK-wide shared approach to responding to survivors' needs.

**We know that Change That Lasts has the right approach** and underpin this by collecting consistent data across all sites to be able to report on the national impact that the programme is having across all three strands. Findings from UCLAN, our independent evaluator's year one report, has developed recommendations used to improve project development and delivery. To date a total of **363** community ambassadors have been trained across all Change That Lasts sites and UCLAN researchers found that ambassadors in BLF sites already instigated over **217** conversations about domestic violence and abuse; over **115** of these conversations included someone's personal experience of domestic violence and abuse. Additionally, **270** Trusted Professionals have been trained.

The potential for Change That Lasts to create a step change in society's response to domestic abuse is becoming evidenced from our early findings.

- Survivors feel valued and their views, needs and wishes are at the heart of our work.

Key to Women's Aid's ethos is that we listen to survivors and ensure we represent diverse voices and needs underpinning our services, approach and advocacy.

## WOMEN'S AID FEDERATION OF ENGLAND

### REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2019

Thanks to the Legal Education Foundation, we launched our innovative 'Law in the Making' project which brings together diverse survivors from the north and south of England (50% identifying as BME, 22% over 55, 9% LTBTQ+ and 17% have a disability), to improve their participation in the law and democracy. This project is vital as we move through the development of the domestic abuse bill:

*"the project has brought together a group of women from diverse backgrounds who ordinarily wouldn't be involved in law-making to make sure they get their voices heard when it comes to the introduction of the domestic abuse bill."* Survivor panellist

The views and voices of survivors and members are heard within our response to government consultations, calls for evidence by parliamentary select committees and by the All Party Parliamentary Group (APPG) on Domestic Violence, where we include both written input and support survivors to give evidence directly.

- Both direct and membership services use digital technology to improve customer service and maximise data collection

Our Survivors' Forum directly supports thousands of women seeking advice and support on issues around domestic abuse that are affecting them, their friends and families. Their voices are also included in our publications, research and advocacy.

Online questionnaire software is used to collect important data from our members and other stakeholders on specific consultation topics which influences our activities and outputs, and enables us to better understand our members' needs. **173** members receive an electronic members' bulletin every month.

On Track, our online case management and analysis system, now supports our Annual Report on Domestic Abuse (see more below) and is used by nearly **70** organisations. This directly facilitates our high quality evidence gathering, campaigning and advocacy work on behalf of members and survivors.

We worked with The Mix to successfully launch a new tool to help young people identify abuse in August 2018, with over **2,000** sessions in the first week of launch.

The National Domestic Violence Helpline, which we run in partnership with Refuge, dealt with **108,918** calls and **12,732** emails during the year.

Our website support pages are the most visited on our website, and we know that women value the ability to get support online, when and where they want.

## WOMEN'S AID FEDERATION OF ENGLAND

### REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2019

#### 2) WOMEN'S AID IS A STRONG, SUSTAINABLE FEDERATION THAT LEADS ON DOMESTIC ABUSE

##### **Lobbying for Member Services and Sustainability for the Sector.**

Working closely with our federation members we have advocated for models of sustainable support for specialist services, winning recent commitments to include a statutory requirement on local authorities to fund services for those suffering domestic abuse, as well as the retention of housing benefit as payment towards refuge costs – providing a lifeline for services and survivors. We have also joined with other sector organisations to lobby on the domestic abuse bill, launched in January 2019, in particular for the needs of BME, migrant and disabled women to be recognised, as well as the definition of domestic abuse to be gendered, through our representations to the committee on the bill consultation. More details are in Section 3.

##### **Women's Aid National Training Centre**

The National Training Centre supports the sector in providing the leading training and qualifications around domestic abuse. It has had a busy year carrying out the delivery of the suite of qualifications and fulfilling bespoke requests for training and speakers as well as delivering the training elements of the Change That Lasts programme.

##### **NOCN Nationally Accredited Qualifications**

We were delighted to qualify **60** new Advocates taking the total to 500 registered professionals. These advocates will provide a wide-ranging and in-depth skillset in a variety of roles, including refuge worker, IDVA, outreach and children's worker.

##### **Bespoke Training**

Requests for bespoke training are designed around the specific needs of the work being carried out by the contracting organisation. In the year 2018/19 this included:

1. **Manchester Fire and Rescue Service:** Over **100** staff members were trained on how to recognise and respond safely and effectively to survivors of domestic abuse when attending fires, handling emergency calls or carrying out community work.
  2. **Facilitator training:** **85** facilitators trained to deliver You and Me Mum, Helping Hands and the Power to Change. Two children's centres had on-site training for their staff to deliver the Power to Change.
  3. **East Midland Trains:** Domestic Abuse and Safeguarding training delivered to **40** staff
  4. **Isles of Scilly Adult Social Workers:** We returned to deliver Domestic Abuse and Safeguarding training to the other **40** adult social care workers on the island
  5. **Influencing national policy and practice:** Bespoke training for the Department of Work and Pensions and also the Personal Support Units for the Family Courts (PSUs). **270** DWP job centre managers and **45** PSU volunteers have been trained so far, with more to come in 2019.
  6. **CPD Training:** including the three most well attended which were Honour Based Violence, Coercive Control and Child to Parent Violence. **70** staff completed these courses enabling them to build on their personal development. **15** members of staff from the specialist Latin America Women's Rights service were trained on vicarious trauma.
  7. **Domestic Violence in the Workplace:** The Kering Foundation continue to use our partnership work to deliver training to their HR teams and other managers on the introduction of workplace policies and procedures to their brands. Training for their board of directors was also carried out in Paris.
  8. **Sovereign Housing Association:** **100** of their staff trained in domestic abuse.
  9. **On Track:** **75** employees from nine member organisations were trained to use the case management and outcomes monitoring system On-Track.
- Services are commissioned to Change That Lasts Trauma-Informed Quality and Outcomes Framework
  - Members' long-term sustainability is strengthened as part of a strong, supportive federation
  - Members act as Centres of Expertise across England, informing and supporting Change That Lasts in their localities



## WOMEN'S AID FEDERATION OF ENGLAND

### REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2019

Six member services are piloting Change That Lasts VOICES model within the Big Lottery Funded pilot areas. The coming year will see us trial and test the approach, working closely with members.

Two member organisations in each of the Big Lottery Funded pilot areas including Northumbria, Nottinghamshire and Surrey are delivering the Change That Lasts approach.

**10** organisations are delivering the Ask Me strand with Tampon Tax funding.

**44** member services received intensive support with sustainability issues, including supporting **11** individual organisations and eight partnerships with tendering and procurement processes. This resulted in members winning seven contracts totalling over **£12million**.

Seven regional network meetings were held during October and November 2018 and a further six were held in March 2019, attended by around **80** members in each round. We held conversations with members about how we can support with raising unrestricted funds for all of us, and hope to launch a joint initiative in 2020.

Our procurement project was launched, funded by The Oak Foundation, which aims to procure services at an advantageous rate and save money and time for our members.

We're also reviewing our offer for members to ensure they get good value for their membership.

#### **Women's Aid National Conference**

Our annual national membership conference was held in July 2018 at Leicester University. This was our biggest national conference yet with over 260 people attending and 58 of our membership organisations represented. Keynote speakers were Marai Larasi and Gail Dines and panel discussions included: 'Whose risk is it anyway? Shifting our narratives to meet survivors' needs'; 'Joining the dots: considering the violence against women spectrum' and 'In conversation: sustaining the heart of our movement as it moves from generation to generation'.

Workshop themes included: the domestic abuse bill; supporting survivors from migrant and refugee backgrounds; young people's relationships; holding the police to account when they fail victims of domestic abuse; women in prison, the gender recognition act, supporting women experiencing domestic abuse in pregnancy or early motherhood; creative approaches for sustaining and growing our services; economic abuse, choice and diversity in working with BME survivors and using technology to end abuse.

#### **Children and young people's work**

In addition to our children and young people's strategy within the Change That Lasts approach, we have produced some key outputs this year.

A comprehensive Early Years Toolkit produced in partnership with the University of Stirling to support work with pregnant women, mothers and babies, and mothers and children aged zero to three years old affected by domestic abuse, provides much needed support for vulnerable women and children and the services that work with them.

New standards on age appropriate work with children and young people have been added to the Women's Aid Quality Standards.

New indicators and evaluation tools on outcomes for children and young people have been added to the On Track case management system used by members.

- Services are skilled up to use the National Quality Standards process and On Track outcomes data for continuous learning and development

#### **Women's Aid National Quality Standards**

The National Quality Standards are more frequently being referenced by commissioners, and the government has used them as assessment criteria for the last three rounds of national domestic violence funding released by the Department of Communities and Local Government.

As more and more services are coming forward to demonstrate that they meet the standards, our sector will strengthen, and Women's Aid will be better able to advocate on behalf of members to both local commissioners and the government. 18 members have achieved the Quality Mark or passed a Quality Review.

### **On Track: Outcomes Measurement System**

On Track continues to provide members with an excellent outcomes monitoring solution, and accompanying case management system, Oasis with On Track. We now have 69 organisations using the system. On Track continues to develop based on feedback from users. In the past year, we have created a spec for a prevention / awareness / training module to expand On Track's scope. Alongside the free implementation consultancy we provide to get members up and running in On Track, we have also delivered a series of capacity building workshops covering topics from monitoring and evaluation to social return on investment. Feedback from members about the On Track project remains overwhelmingly positive, with one user saying: "On Track has brought our team together. All services are using the same system and is very easy to use. Reports can be produced very effectively."

On Track is increasingly linking with the Change That Lasts team. Two record keeping workshops were run in Wearside, covering both On Track elements and the Change That Lasts approach.

- Members use Women's Aid branding, publicly demonstrating membership, and Change That Lasts is embedded across the federation

Membership branding and uptake is being reviewed as part of the organisational membership review. At our recent regional meetings, members expressed their desire to be identified as part of the federation through a strong visual identity and we shared a link to our visual assets for their use.

We've designed new promotional posters for Change That Lasts, provided members with new Change That Lasts merchandise and new social post designs to support them as they roll out the programme.

- Women's Aid is established as holding the largest domestic abuse dataset in the UK and our research is used to amplify our voice and credibility

**The Domestic Abuse Report 2019: the Economics of Abuse** explores the relationship between domestic abuse and economic resources, looking at the needs and experiences of survivors around finances, welfare, housing and employment (economic needs), and how these needs are met by specialist domestic abuse services. The report draws on findings from the Survivor Voice Survey 2018 (a survey of survivors who use the Women's Aid online Survivors' Forum) and results from the Women's Aid Annual Survey 2018 (a national survey of domestic abuse services in England). Its impactful findings informed our first public policy conference in January 2019.

Key findings include:

- Nearly a third (**31.9%**) of respondents said their access to money during the relationship was controlled by the perpetrator
- A quarter of survivors said that their partner did not let them have money for essentials during the relationship
- A third of respondents had to give up their home as a result of the abuse or leaving the relationship and nine found themselves homeless as a result of leaving
- **91.8%** of service providers responding to the annual survey support survivors to access food banks.
- **88.1%** of responding service providers gave survivors (and their children) 'welfare packages' including essential toiletry items, basic clothing and food.
- **72.4%** of responding service providers supported survivors to develop employability skills (including access to training, help with job applications, helping develop interview skills)
- **80.6%** of services supported women to access their own income/finances which had been controlled by the perpetrator(s)

## WOMEN'S AID FEDERATION OF ENGLAND

### REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2019

**The Domestic Abuse Report 2019: the Annual Audit** examines the work of domestic abuse services in 2017-18, including changes in the provision of services in England, information about the survivors these services have supported, the work services are proud of and the challenges they have faced. It presents analysis of information on the provision of services from Routes to Support, the UK violence against women and girls directory of services and refuge vacancies, run in partnership with Scottish Women's Aid, Welsh Women's Aid, Women's Aid Federation of England and Women's Aid Federation of Northern Ireland; findings from the Women's Aid Annual Survey 2018 (the national survey of all domestic abuse services in England); national data from On Track, the Women's Aid case management and outcomes monitoring database. Our sample group for this report consisted of 18,895 female survivors who were supported by **49** organisations running domestic abuse services in England, using On Track during 2017-18.

Key findings include:

- A decrease in the number of most service types in 2017-18, including formal counselling services which have dropped by **18.1%** since May 2017. (Routes to Support)
- The number of refuge bed spaces in England falls short of the minimum number recommended by the Council of Europe by **1,715** bed spaces. (Routes to Support)
- Refuge services in England supported an estimated **12,034** women and community-based services supported an estimated **136,165** women in 2017-18. (Women's Aid Annual Survey 2018)
- **59.7%** of all referrals to responding refuge services in 2017-18 were declined. The main reason being due to a lack of space or capacity to support the survivor (**17.1%** of all referrals were declined for this reason). (Women's Aid Annual Survey 2018)
- Just under a third (**30.6%**) of services report that since 2014 they have had to reduce the amount of support (in terms of staff time) they are able to give to each service user due to funding. (Women's Aid Annual Survey 2018)
- **54.5%** of respondents to the annual survey gave comments on funding and funding uncertainty as their biggest challenge in 2017-18. (Women's Aid Annual Survey 2018)
- Over half (**56.7%**) of respondents were running an area of work without any dedicated funding in 2017-18. (Women's Aid Annual Survey 2018)
- The length of abuse experienced by service users ranged from one month to 60 years, with the average length of abuse experienced being 70 months (just under six years). (On Track)
- There are large numbers of children being supported by domestic abuse services, either directly or through support given to their mothers. Over half (**58.3%**) of service users in 2017-18 had children and **6.6%** were pregnant. (On Track)
- However, just under half of refuge vacancies posted on Routes to Support in 2017-18 could accommodate a woman with two children, and only one-fifth could accommodate a woman with three children. (Routes to Support)

Thank you to the Ministry of Housing, Communities and Local Government for continuing to fund Routes to Support and the Women's Aid Annual Survey.

#### **Routes to Support (formerly UK Refuges Online)**

Women's Aid continues to manage the Routes to Support project on behalf of a partnership with our sister federations. The project provides a referral database of VAWG services and refuge vacancies to national helplines and local services. It further provides a public service directory on the Women's Aid website and the Goldbook Online directory which is available at cost to other agencies. The project also provides data on the scope and nature of domestic abuse provision through the database and the annual survey of services listed. This year we produced the 2018 Annual Snapshot which contributed to our longitudinal dataset. We also reported on detail of change during the year and vacancies posted. The data was used in The Domestic Abuse Report 2019: The Annual Audit and in media and policy work throughout the year. Women's Aid also collect additional data through Routes to Support from London refuges. We presented findings from this data to various fora in London during the year and created an online data dashboard which stakeholders use to better understand the picture of domestic abuse service provision in London.

## WOMEN'S AID FEDERATION OF ENGLAND

### REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2019

#### **The No Woman Turned Away project**

The No Woman Turned Away (NWTa) project is funded by the Ministry of Housing, Communities and Local Government (MHCLG). It provides dedicated support to women who face barriers in accessing a refuge space. A team of specialist domestic abuse practitioners receive referrals from the National Domestic Violence Helpline (NDVH), and we are continuing to conduct detailed monitoring and analysis of survivors' experiences alongside this.

The second year report *Nowhere to Turn 2018* was published in June 2018 and the report received widespread media coverage. It was also mentioned in parliament on multiple occasions, most recently on 7th February 2019 by Shadow Equalities Minister Carolyn Harris to highlight the lack of support for migrant women who are fleeing domestic abuse.

The report found that one in 10 of the women supported by the NWTa project slept rough while waiting for a refuge. Three women slept rough while pregnant and five women slept rough with their children. Having no recourse to public funds (NRPF) represented the greatest barrier, with only **8.2%** of women with NRPF accommodated in a suitable refuge. Other barriers included ties to local area, mental health needs and having a disability. Women who face three or more barriers are half as likely to get into a refuge as those with only one barrier.

Many thanks for the Ministry of Housing, Communities and Local Government (MHCLG) for funding this valuable project.

#### **On Track**

Data from On Track's national reporting is coming to fruition, with information on over 25,000 survivor journeys through support being recorded in the past year. This data was used in lieu of some questions from the annual survey for the first time last year, making the annual survey shorter and more user friendly. We have also used the data to support the Public Affairs and Campaigns team by answering ad hoc questions from government officials.

#### **Femicide Census**

The Femicide Census is produced in partnership with Karen Ingala Smith. The Annual Report on cases of femicides in 2017 was published in December 2018. This report looked at the **139** women who were killed by **126** men in 2017 in England, Wales, Scotland and Northern Ireland. UK-wide data included for the first time this year, provides us with an even better picture of this ultimate violence against women.

- Since the Femicide Census data collection started in 2009, the killing of women has continued at a substantial rate each year. This report reveals that, in 2017, 46% of women were killed by their current or former partner; for women killed by men other than by terrorism, the percentage killed by their current or ex-partner would rise to **54%**
- **17%** of women were killed by a man known to them such as a social or business acquaintance, friend or neighbour
- **55%** of women killed by their ex-partner or ex-spouse were killed within the first month of separation and **87%** in the first year.

It was very disturbing that overkilling was evident in **42%** of cases - overkill is where the violence used in the killing is far greater than would be necessary to kill. Cases include women being repeatedly bludgeoned with an axe or other object (**40** times in one case) or stabbed multiple (up to **175**) times. It highlighted that men used sharp instruments in **47%** of cases. There was also evidence of mutilation and desecration of bodies after killing in some cases.

## WOMEN'S AID FEDERATION OF ENGLAND

### REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2019

#### 3) WOMEN'S AID HAS ENHANCED INFLUENCE AND CAMPAIGNING PRESENCE ADDRESSING THE ROOT CAUSES OF DOMESTIC ABUSE

- Active campaigners and supporters including Campaign Champions and Members who understand the value of our work, 'buy in' to our campaigns, and support and understand Change That Lasts

GDPR saw a significant reduction in campaign champion numbers; however, we've successfully rallied hundreds more to our important advocacy network, growing to over 870 campaign champions. We empowered our campaign champions to better influence through a new Campaign Champions Toolkit.

After surveying survivors, we launched our 'Bill for Survivors', based on the priority changes that survivors called for, which campaign champions have used to influence their MPs.

We have supported members to respond to the domestic abuse bill consultation through briefings and a template response, and organised visits for parliamentarians and civil servants to member services to discuss their work.

- Women's Aid is positioned as the leading voice on gender inequality, sexism and domestic abuse with solution-focused responses

#### Media work to increase public awareness

Women's Aid was mentioned in the media **5,142** times between 1st April 2018 and 31st March 2019.

Our two key public moments during the year are usually 16 Days and International Women's Day:

#### 16 Days of Activism Against Gender-Based Violence

We created a real impact with this year's '16 Days' campaign, focusing on the message that no survivor should face domestic abuse alone. We supported this message by raising awareness of non-physical forms of abuse like gaslighting and coercive control. We worked with new patron celebrity Melanie Brown (Mel B) and author Rachael Hambleton to launch new merchandise. This provided fantastic media coverage and promoted the message that there is no such thing as a 'perfect victim'. Coverage included Mel B on ITV's Loose Women, ITV's Good morning Britain, BBC Radio 4 Woman's Hour and BBC Radio World at One, to name just a few. We had more than **29** pieces of national media coverage and five broadcast interviews for Mel B who covered domestic abuse and coercive control.

Our tweets earned **816.9K** impressions over this period. Followers increased by **1,515** during 16 Days.

#### International Women's Day

Our theme for International Women's Day 2019 was **#InspiringSurvivors** (including members, supporters and staff). We ran a campaign across social media and focused our press activity on securing coverage around the release of **The Economics of Abuse** report and our fundraising IWD 2019 gala dinner.

The social media campaign took place from 5th until 10th March. The call to action across our digital channels was either an explicit fundraising ask in our posts, or a drive towards our donate webpage.

Mel B supported the launch of our new report '**The Economics of Abuse**' by taking it to No. 10 Downing Street for a positive meeting with the Prime Minister's team and a publicity opportunity to raise awareness about how economic abuse can happen to anyone. Mel B's visit to No. 10 was covered exclusively in The Sun.

The report also received wider media coverage with news stories in the Guardian, 24 Housing, iNews, Big Issue, Continental Telegraph and Local Gov. We wrote on the report findings for iNews, were featured in the Guardian's media round up briefing, were interviewed on Talk Radio and spoke to Soho Radio about coercive control.

Our tweets earned **322.8k impressions** over six days.

## WOMEN'S AID FEDERATION OF ENGLAND

### REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2019

#### Femicide Census

The Femicide Census was mentioned 308 times in the media between 1st April 2018 - 31st March 2019, 179 mentions of which came on the day of the latest report's launch.

#### The Only Way Is Essex and Love Island

By commenting on popular programmes with a young audience we are reaching women and men with conversations about appropriate behaviour, in new ways.

Our comments on the men's behaviour on The Only Way Is Essex was mentioned in the media **297** times between 1st April 2018 - 31st March 2019.

We issued a warning about one contestant's behaviour on ITV's Love Island. Our comment began trending on social media within hours and sparked a national conversation about gaslighting. We achieved **868** mentions in the media between issuing our comment on 20th June 2018 and 31st March 2019. It was covered in a wide variety of outlets from tabloids and morning chat shows through to women's magazines and even the New York Times.

The media continues to reference our statement months later, while gaslighting was shortlisted by the Oxford Dictionary as one of the Words of 2018, citing Women's Aid's media work as the reason behind its increased prominence. Most importantly, our comment started a national conversation about what is healthy in a relationship and opened up Women's Aid to a whole new audience.

#### Cosmopolitan media partnership

Together with Cosmopolitan we work to raise awareness of domestic abuse among young women. We have been working with them on a number of advice stories, features, interviews, survey of young women and also an education booklet for schools. Women's Aid has been mentioned by Cosmopolitan **67** times between 1st April 2018 - 31st March 2019.

We launched the results of the survey in May, which had over **120,000** responses. The findings were shocking. One third of young women told us that they have experienced an abusive relationship; while of those who said they hadn't been in an abusive relationship, almost two thirds had experienced one of more 'red flag' behaviours of abuse.

#### 160k children

We launched our award winning 160k children cinema ad campaign, produced by agency 'Engine', which received 12 items of media coverage, most notably with mentions on ITV This Morning and Sky News as well as features in the Independent, new! magazine and BBC Online.

#### Women's Aid website

[www.womensaid.org.uk](http://www.womensaid.org.uk) remains a relied upon and popular resource for information and advice, providing vital access for support, information and help for thousands of survivors, professionals, researchers and members of the public. From 1st April 2018 to 31st March 2019 there were **1,529,266** sessions (up **36%** on 2017/18) made by **1,089,154** users (up **38%**). In total the website had over **2,973,783** page views (an increase of **29%** on 2016/17).

The Survivors' Forum provides a safe, anonymous environment for women affected by domestic violence to speak out about their experiences and seek help and support, and has dedicated moderators to provide professional support and advice. We have had an increase of **25% users** to the Survivors' Forum and an increase of **26% of new users** to the forum compared to 2017-18. We now have a total of **5045 users** which is an increase of **101%** users from 2017-18. On average we have over **1,300** posts and replies a month demonstrating how vital the forum is as a necessary source of information and support.

Our website is also a repository for our influential reports and publications, which have been downloaded thousands of times over the course of the year, and many of which are referred to elsewhere.

- SOS campaign achieves key aims around sustainable funding and welfare reforms

## WOMEN'S AID FEDERATION OF ENGLAND

### REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2019

Our impactful influencing and campaigning successfully overturned the government's proposal to remove housing benefit from supported housing, including refuges, which threatened to dismantle our national network of life-saving services.

Together with member services, Imkaan and Refuge, we launched our proposed model for the future of funding support costs in refuge which directly influenced government proposals.

Our positive dialogue with government ensured we could channel the voices of survivors for whom Universal Credit is deeply problematic. The government has now decided to pay it to the main caregiver and abandon the plan to apply the two child limit retrospectively.

The domestic abuse bill offers further opportunities to embed sustainable funding for life-saving services in the coming year.

- Child First campaign achieves key aims around safe family court estate and policy framework

Our Child First campaign continued with vigour following the government's consultation on the domestic abuse bill which did not include any measures to be introduced in the family courts.

Our latest stage of the campaign started with a new report on survivors' experience of the family courts titled, 'What about my right not to be abused', by Women's Aid in partnership with Queen Mary University of London. The report launch resulted in broadcast coverage on ITV News at 10 and the 6 O'clock news, BBC Breakfast and BBC Radio London, plus news stories in the Guardian, The Times, The Telegraph, Family Law, Buzzfeed, Children and Young People Now, Family Law Week, ITV News Online, and the Law Society Gazette.

Together with Resolution and The Law Society we issued a joint letter and public statement calling on the government to urgently ban the cross-examination of victims by abusers in the family courts. This has resulted in an ongoing policy and communications relationship as well as coverage for the campaign in: The Times, Family Law, Big Issue and feature in the Family Law Journal.

The government listened to our Child First campaign and acted by introducing a ban on abusers cross-examining victims in the family courts in its draft domestic abuse bill. Women's Aid was the leading charity when it came to media coverage of the government's launch with **370** mentions in the media. Most notable coverage included: the Sunday Times, interview with Women's Aid Survivor Ambassador Claire Throssell on our Child First campaign win on BBC Radio 4's Today Programme, full page interview with Women's Aid Survivor Campaigner Natalie Curtis in the Guardian, quoted in BBC Radio news bulletins and syndicated by the Press Association across 120 local newspapers.

Cafcass' Child Impact Assessment was substantially revised in light of our concerns and comments on domestic abuse and parental alienation.

Building support for our recommendations on an independent inquiry into the family courts response to domestic abuse, resulting in a change to the assumption of contact in domestic abuse cases, which has been achieved through Women's Aid's prominent featuring in parliamentary debates, a private member's bill calling for an inquiry and a joint recommendations paper including Action for Children, AVA, Barnardo's, EVAW, NSPCC, SafeLives and The Children's Society.

#### **Domestic abuse bill**

We led the VAWG sector response to the domestic abuse bill, including securing the support of 15 organisations for a joint recommendations paper on the Bill: Imkaan, Surviving Economic Abuse, SafeLives, Refuge, Solace Women's Aid, Latin American Women Rights Service, Step Up Migrant Women Coalition, AVA, Southall Black Sisters, EVAW, Welsh Women's Aid, Agenda, Galop, Rights of Women and STADV.

## **WOMEN'S AID FEDERATION OF ENGLAND**

### **REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2019**

We have spearheaded collaboration with other civil society organisations working on the bill - including joint working with the APPG on Ending Homelessness and Crisis to ensure the bill delivers priority need status for survivors, and a joint recommendations paper on children and the bill. Our authoritative voice was evident in:

- 212 specific mentions of Women's Aid in Parliament, in 34 separate Commons debates and 18 separate Lords debates.
- **21** meetings with government Ministers, and a further **35** meetings with civil servants to press the priorities of Women's Aid, our member services and survivors for the Bill and on other campaign priorities.
- Securing **23** meetings with backbench MPs and Peers and receiving high praise for the quality of our briefings
- Being called to give oral evidence on different Parliamentary Committees: Home Affairs; Work and Pensions; and the Joint Committee on the DA Bill, securing our position as a leading voice for the sector.
- attending both Conservative and Labour Party Conferences, securing a number of meetings with key MPs and Shadow Ministers. Women's Aid hosted a well-attended fringe event at Conservative Party Conference, which was the only event on the domestic abuse bill and we secured the Home Office Minister responsible for the bill, as a speaker.

We have also supported the growing importance and influence of the APPG on Domestic Violence and Abuse as the group's secretariat.

- Diversity of voice is reflected throughout our work

As well as the makeup of our influential panel of survivors in the project to impact decision making in legislation, we ensure diversity of voices across all of our work. Our recent No Woman Turned Away report, plus our other published research and submissions all include a wide range of survivor voices.

Our communications reflect the diversity of survivor voices and women who use domestic abuse services, advocating strongly for specialist services for women with protected characteristics and those who find multiple barriers to gaining the support we need as evidenced in our No Woman Turned Away project.

Our internal diversity is also of utmost importance at Women's Aid. Our Race Equality Strategy launched in 2018 and has led to the establishment of a BME members' policy group and a black and minoritised workers' group. An LGBTQ+ working group was established and is currently finalising guidance for members on trans-inclusive practice.

We strongly maintain there is no one 'ideal', 'perfect' or 'typical' survivor. Every woman has different needs.

The communications team has been working with the survivor spokeswoman Saliha Rashid who experienced honour-based violence and faced additional barriers to escaping the abuse because she is blind. We have been working with Saliha to shine a light on the multiple and intersecting issues survivors face and how abusers can use a woman's disability to belittle and degrade her as part of the abuse. We hosted a blog by Saliha on our website: <https://www.womensaid.org.uk/salihhas-story/>. Saliha will also be fronting the launch of our Law in the Making project, which is working with a group of survivors to help them understand and engage in influencing the law.

#### **4. WOMEN'S AID IS A STRONG ORGANISATION WITH FULFILLED PEOPLE, A SUSTAINABLE WORKPLACE AND FUNDS MAXIMISED**

- Communications systems that provide feedback and learning for continuous development
- Flexible and agile culture to respond to changes and challenges
- IT, HR and finance systems processes that reflect and support an organisation of our size and complexity



## **WOMEN'S AID FEDERATION OF ENGLAND**

### **REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2019**

We use digital tools to provide staff with ways to feedback and for us to learn. As well as our online anonymous suggestion box for staff, we have an annual staff survey which we plan to revamp for 2019-20 to aid greater participation and more relevant questions for more actionable reforms; we have also developed yammer groups that support informal as well as work related exchanges and learning on different topics, and this year we have used simple webinars to support staff in putting together budgets.

Although our ability to support paid for training is limited by budgets, we have allocated nine 'career development' days for each member of staff and have introduced career development loans to support independent study.

Our ability to flex around our planned activities is a key strength at Women's Aid. The culture of bringing together core working groups on key policy issues, news moments and external drivers means we seize public space and profile.

This strength is also apparent in dealing with internal periods of difficulty, when staff have come together around internal challenges to support the organisation and each other through times of crisis. This has been particularly of value this year as we have been without a Chief Executive for some time, as a consequence of her departure in February 2019. Staff at every level have pulled together as a team to keep Women's Aid working well.

This year we have produced a plan of investment in our finance and operations teams. With additional staff in both teams and a Head of Finance and Operations pending they will be better equipped to meet the challenges of an organisation our size. We have a set of requirements drafted for HR, finance and payroll systems that will be fit for purpose and are ready to bring those on board in the coming year.

We are taking our HR policies through a period of renewal and are developing an HR strategy as well as better training programmes for managers and exploring the use of apprenticeships to add value and excellence at every level of Women's Aid.

- Grow our income so that it is 50/50 unrestricted / restricted

This year we implemented an approach to ensure all funding bids must include full cost recovery, and have produced an Excel tool which ensures such calculations are robust and is deployed by all those seeking funding.

Our community fundraising continues to see growth as does our major gifts income. We continue to develop our digital fundraising through implementing our first lead generation campaign, to increase our unrestricted income with the aim of increasing regular gift income and in deploying a new email provider that facilitates more visually creative email appeals which have increased response. More information about our excellent fundraising performance this year, is further in this report.

The team has seen as restructure of some of the roles in order to best meet the challenges of generating increased unrestricted income.

We have begun a dialogue with our members to map out how we can increase unrestricted funding and thus greater sustainability for us all.

## **WOMEN'S AID FEDERATION OF ENGLAND**

### **REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2019**

#### **MAINTAINING THE CHARITY AS FIT FOR PURPOSE**

As an organisation, we have been continuing to look at internal renewal and strengthening as befits a charity of our size, subsequent to a period of rapid growth. We are looking at continuing to update our governance and processes plus strategy developments to take us forward which will be pursued in the coming year. New board working groups and internal team structures will be developed to ensure we are able to support strategic plans and policy, as well as understand and mitigate risk.

#### **How our strategic aims and charitable activities deliver public benefit**

Women's Aid exists to use its expertise, knowledge and influence to raise the status of women to a level where violence against them is no longer legitimised or tolerated. Our charitable activities all aim to deliver on the four key strategic outcomes, which are:

1. Key target audiences understand coercive control, its impact and the diverse experiences of survivors.
2. Legislation and policy framework strengthened to protect survivors, their children and the specialist services supporting them.
3. More effective state, private and specialist sector response to domestic violence and abuse.
4. Women's Aid is established as a sustainable organisation with the ability to grow.

These outcomes are underpinned by a series of departmental business plans, which ensure that we focus limited resources where they are best placed to deliver on them. The Women's Aid Theory of Change and business plans are shared with funders and other key stakeholders.

The board has referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and in planning its future activities in both the annual business planning and longer-term strategic planning cycles. In particular, the trustees have considered how planned activities will contribute to the aims and objectives that have been set and ensured that this is clearly articulated both internally and externally, and appropriately documented and shared.

#### **KEY CHARITABLE OBJECTIVES FOR 2019-20**

During 2019-20, Women's Aid will deliver on the following charitable objectives in line with the refreshed objectives and business plan for the year ahead:

##### **1. Change That Lasts is embedded in Women's Aid, Member services, commissioning and VAWG strategies**

- Documented framework for community, agency and specialist responses to domestic abuse
- Documented framework for work with perpetrators and for specialist work with children and young people in a Change That Lasts context
- Communications and campaigns strategy supporting Change That Lasts
- Survivors feel valued and their views, needs and wishes are at the heart of our work
- Both direct and membership services use digital technology to improve customer service and maximise data collection

##### **2. Women's Aid is a strong, sustainable federation that leads on domestic abuse**

- Services are commissioned to Change That Lasts Trauma-Informed Quality and Outcomes Framework
- Members' long-term sustainability is strengthened as part of a strong, supportive federation
- Members act as Centres of Expertise across England, informing and supporting Change That Lasts in their localities
- Services are skilled up to use the National Quality Standards process and On Track outcomes data for continuous learning and development
- Members use Women's Aid branding, publicly demonstrating membership, and Change That Lasts is embedded across the federation

## **WOMEN`S AID FEDERATION OF ENGLAND**

### **REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2019**

- Coordinated fundraising and campaigning across the federation that benefits both members and Women's Aid
- Women's Aid is established as holding the largest domestic abuse dataset in the UK and Women's Aid research is used to amplify our voice and credibility

#### **3. Women's Aid has enhanced influence and campaigning presence addressing the root causes of domestic abuse**

- Active campaigners and supporters including Campaign Champions and members who understand the value of our work, 'buy in' to our campaigns, and support and understand Change That Lasts
- Women's Aid is positioned as the leading voice on gender inequality, sexism and domestic abuse with solution-focused responses
- SOS campaign achieves key aims around sustainable funding and welfare reforms
- Child First campaign achieves key aims around safe family court estate and policy framework
- Diversity of voice is reflected throughout our work

#### **4. Women's Aid is a strong organisation with fulfilled people, a sustainable workplace and funds maximised**

- Communications systems that provide feedback and learning for continuous development
- Flexible and agile culture to respond to changes and challenges
- IT, HR and finance systems processes that reflect and support an organisation of our size and complexity
- Grow the proportion of our income from unrestricted year on year

## WOMEN'S AID FEDERATION OF ENGLAND

### REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2019

#### FINANCIAL REVIEW

##### Financial position

The charity's total income amounted to £5,686,670 (2018: £4,211,460). This includes a valuation for generously donated services and facilities of £247,151 (2018: £164,271) - see note 2 of the accounts for more information. Underlying income excluding donated services and facilities was £5,439,519 (2018: £4,047,189). We are pleased to report that the improved income levels of 2014 - 2018 continue into 2018/19 with expansion of funding for our Change That Lasts programme with a grant of £794,022 from the Department for Digital, Culture, Media and Sport (Tampon Tax Funding) for partnership work in the four nations of the UK until 2020. We are also expecting a grant of £848,581 from the same funder in 19/20.

Total expenditure for the year amounted to £6,017,266 (2017: 4,356,161). Underlying expenditure excluding the value of donated services was £5,770,115 (2018: £4,191,890).

The charity's assets are available and adequate to fulfil its obligations on a fund by fund basis.

The charity had a planned surplus budget in 2018/19 of £174,422. However, the charity's performance during the year resulted in an actual net deficit of £330,596 made up of restricted funds deficit of £228,969 and unrestricted funds deficit £101,627 (2018 £62,529). The unrestricted reserves were used to fund additional costs for the Research and On Track program, The Survivor's Forum, The Sustaining Specialist Services (Imkaan and Women's Aid Partnership), The National Training Centre, The CTL Business Development staff recruitment. Overheads were kept within budget and full cost recovery performance was improved.

##### Reserves

The total balance of funds at 31st March 2019 amounts to £1,211,667 (2018: £1,542,263). This includes restricted funds of £872,828 (2018: £1,101,797). The balance of unrestricted funds at 31st March 2019 was £338,839 (2018: £440,466). Of these unrestricted funds, free reserves (calculated as total unrestricted funds, less designated funds and tangible fixed assets) amounted to £338,839 (2018: £432,787).

The board considers that the state of the charity's affairs is satisfactory, and that the charitable company is well situated to carry out its objectives in the future.

## WOMEN'S AID FEDERATION OF ENGLAND

### REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2019

#### Principal funding sources

Women's Aid continued to benefit from a wide range of funding sources during 2018-19 and a summary of our principal funders (those that amount to more than 5% of total income) is set out below:

Funder	% of total income	Projects supported by funding
Big Lottery Fund	25%	Change That Lasts pilots as part of Roadmap for System Change partnership with SafeLives
Department of Culture Media and Sport	14%	Ask Me Plus. National Domestic Violence Helpline (run in partnership with Refuge)
Home Office Ministry of Housing, Communities and Local Government	5%	Routes to Support, No Woman Turned Away Project
London Councils	6%	Pan-London Domestic and Sexual Violence Helplines and coordinated access to refuge provision

#### Income in support of key objectives

A summary of income in support of key projects and activities, shown as a proportion of total income during the year, is set out below, and accounted for 63% of total income:

Change That Lasts	42%
Freephone 24-hour National Domestic Violence Helpline	12%
Sustainable Services Project	3%
Routes to Support	3%
No Woman Turned Away	3%

A further 6% of our income was self-generated from earned income consisting of National Training Centre course fees and income from our annual conference, membership fees, sales of publications and merchandise, as well as advertising space. Women's Aid remains committed to increasing funding from these valuable sources.

#### Support for key activities

Expenditure on the projects highlighted in the section above accounted for 67% of total expenditure. In addition, several projects and core activities were supported by restricted funds brought forward and unrestricted reserves in 2018-19, as set out in note 20.

#### Fundraising performance

- Raised: £5,438,808
- This is a 35% increase on 2017/18

In 2019, we noted a huge increase in income raised through our public-facing fundraising activity, and across all of our fundraised income streams with a 35% increase on the year before having generated over **£5,438,808** through statutory, voluntary and earned income. We are enormously grateful to all those organisations and individuals who have supported our work over the course of the year, and remain committed to working with our existing funders to deliver effective solutions to domestic abuse.

Women's Aid continually strives to increase our stance as a sustainable organisation, through research and testing to increase our income from individuals, predominantly as unrestricted donations, which enable the charity to respond quickly to opportunities to improve provision or practice which would take many months for a restricted funder to be able to support. As such, in 2018, we launched our first lead generation campaign, capitalising on our social media presence, testing our audiences and messages, to continue to increase our regular gifts from the public. We will continue to build on our learning throughout 2019-20 to strive for an even more successful year.

## WOMEN'S AID FEDERATION OF ENGLAND

### REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2019

We would like to thank the large numbers of individuals who have continued to loyally support our work through making regular donations, responding to appeals, taking part in sponsored challenges, organising events, and speaking out on their own social media and within their networks about the importance of challenging domestic abuse.

We would also like to thank the loyal and committed full and associate members of our federation whose subscriptions enable us to develop our member support activities.

#### **Community**

We are extremely lucky to have some wonderful supporters and wish to thank our dedicated Women's Aid runners - #TeamWomensAid - for their contribution to us this past year. Demand for our places in running events continues to grow.

We also want to thank the increasing number of fundraisers who continue to organise and participate in their own events and challenges to raise funds for us. We have a range of community supporters, from those taking on epic challenges such as Mount Kilimanjaro base camp, a mother and daughter team who trekked 25km throughout the peaks, and the wonderful Ahmadiyaa Muslim Community who raised funds within their respective communities by hosting bake sales and so much more.

We are very grateful to our corporate supporters, who are an integral part of our movement to end domestic abuse. This year we have been generously supported by:

- AVON UK
- Dinny Hall
- Diana Porter
- D&D
- Eye Awake
- The Kering Foundation
- 24 Housing
- Imagination PR
- Countess Ablaze
- The Unfinished
- YMC Metal Clay
- Astor Hotels
- Pimco
- Vodafone
- Refinery 29
- Etre Cecile
- Principal People
- Aico
- Royal College of Midwives
- Affinity for business

We are once again incredibly grateful to the Chartered Institute of Housing for choosing to continue to support Women's Aid as their chosen charity partner of the year for the second year running, and we look forward to continuing this powerful partnership to raise much needed funds and awareness.

Women's Aid relies on income from trust and statutory sources, and is proud to work in partnership with the following funders to achieve our mission:

- The National Lottery Community Fund (previously the Big Lottery Fund) is generously supporting our joint initiative with SafeLives until 2021, helping to transform responses to domestic abuse through our Shared Roadmap for System Change.
- Comic Relief supported Ask Me, helping to transform responses to domestic abuse. We have also received funding from Waltham Forest Borough Council who have commissioned Community training in our new pilot site in Waltham Forest.

## WOMEN'S AID FEDERATION OF ENGLAND

### REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2019

- The Lloyds Bank Foundation for England and Wales supported our Sustainability Partnership with Imkaan. Their support ensured the quality and sustainability of specialist and dedicated domestic abuse services. They have also funded our work on the domestic abuse bill, ensuring we have the capacity to fully engage in its development.
- The Oak Foundation has enabled us to continue our vital sustainability work with members of the federation and to launch a new Central Procurement Project to significant secure cost savings for members.
- The Home Office, London Councils and Comic Relief have continued their commitment to the National Domestic Violence Helpline, run in partnership with Refuge. The Helpline has also been generously supported by the Marsh Christian Trust, the Paul Bassham Charitable Trust, The Rhododendron Trust, The Rowley Trust, John and Ruth Howard Trust and the Pilkington Charities Fund.
- The Home Office also provided additional funding to enable us to increase capacity on the helpline and to undertake scoping work for our digital services.
- The Ministry of Housing, Communities and Local Government continues its commitment to Routes to Support and the No Woman Turned Away project, supporting women to access local services and refuge provision.
- The Sara Charlton Foundation funded our work to create a Change That Lasts model for children, placing them at the heart of community and professional responses.
- The Henry Smith Charity has provided vital funding for our Survivors' Forum, a safe online community providing peer support for women who have been affected by domestic abuse. The Survivors' Forum has also been generously supported by Goldsmiths' Company Charities. We also received funding from the Mind "Women Side by Side" programme to enable its expansion and development of the Survivors' Forum, ensuring women who face multiple forms of disadvantage, (including those with mental health support needs) receive the support they need.
- The Oak Foundation has provided funding for our exciting procurement project which offers the opportunity to raise and save funds for ourselves and member services to support the sustainability of the sector.
- The Roddick Foundation generously supported our campaigning work, enabling us to raise the voices of survivors to effect change in national practice, policy and legislation, in particular enabling us to consult on the domestic abuse bill.
- The Police Transformation Fund provided funding to Respect and Women's Aid to develop and pilot an early intervention programme for perpetrators of domestic abuse inspired by the Change That Lasts principles.
- The Legal Education Foundation has generously funded our Law in the Making project, enabling domestic abuse survivors to undergo a real life study of the law during the passage of the domestic abuse bill.
- The Department for Digital, Culture, Media and Sport has supported our Ask Me Plus project with funding from the Tampon Tax Fund. The Ask Me Plus project has enabled Women's Aid Federation of England, Welsh Women's Aid, Scottish Women's Aid and Women's Aid Federation of Northern Ireland to expand and develop Ask Me.
- Continued support from the Sylvia Adams Charitable Trust has enabled us to ensure the quality of children's support services run by local domestic abuse organisations.

We are grateful to the Esmée Fairbairn Foundation, the David Family Foundation, Caring as One foundation, Ian Mactaggart Trust, The Jusaca Charitable Trust, Edward S Smyth Trust, The Dacre Trust, The Masonic Charitable Trust, Katherine and Andrew Lloyd Fund, The Thomas Sivewright Catto Charitable Trust, PWC Foundation and The Mrs Wingfield Charitable Trust for their support of our core costs, enabling us to direct funds where they are most needed to support women and children affected by domestic abuse.

#### **Stewardship**

Our end of year appeal, supported by online resources, was one of our most successful appeals to date and exceeded income from the previous year's appeal raising thousands of pounds of unrestricted funding. Our Together supporter newsletters continue to be a popular resource. Our new digital lead generation has added and developed new supporters for Women's Aid, which will be expanded on in the coming year.

## **WOMEN'S AID FEDERATION OF ENGLAND**

### **REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2019**

#### **Legacies**

Women's Aid continues to benefit from the kindness and generosity of individuals who have bequeathed us gifts in their wills. Their gifts have helped us to achieve many of the successes detailed in this report, the impacts of which will be felt for years to come.

#### **Investment performance**

Under the terms of the Memorandum and Articles of Association, the charity may invest monies of Women's Aid not immediately required for its own purposes in or upon such investments, securities or property as may be thought fit. The level of the charity's reserves is such that investment is limited to short-term markets rather than any long term strategy, although other options continue to be explored. Over the past year we have continued to take a prudent view in terms of the security of the charity's reserves rather than pursuing the highest return. The investment policy is being kept under review to take account of investment opportunities whilst maintaining a low-risk strategy.

#### **Reserves policy**

The reserves policy has been reviewed and updated during this financial year.

The board recognises that the charity serves many beneficiaries with an ongoing need and as such the organisation's reserves policy has been set with the long term financial viability of the charity as a critical factor and within the context of the short-term nature of funding contracts.

Trustees have determined that free reserves should be set at an amount sufficient to support core operating and wind down costs for a minimum period of three months and a maximum of six months.

The current level of free reserves of £338,839 would be sufficient to support core operating and wind down costs for three months (2018: five months).

## **STRUCTURE, GOVERNANCE AND MANAGEMENT**

### **Governing document**

The Women's Aid Board of Trustees is responsible for overseeing the management of the charity and delegates this responsibility on a day-to-day basis to the Chief Executive.

The Chief Executive role has been vacant since February 2018 at which point it's been covered by the Director of Services and Director of Income Generation and External Affairs. Currently there is a staff team of 121 full and part-time staff (including bank staff) and 10 volunteers.

Financial and operational policies, agreed by the board, are also in place, which govern the management of the charity. The organisation's Theory of Change, reviewed periodically in a process involving both the board and the full staff team, provides the framework for the charity's annual business plan, which is produced as part of an annual planning, consultation and budgeting cycle. Annual work plans enable the delivery of the core and development objectives, which are approved by the board, and monitoring against these plans forms the basis of quarterly reports to the trustee meetings.



## **WOMEN'S AID FEDERATION OF ENGLAND**

### **REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2019**

#### **Risk management**

The Executive Management Team (EMT) has conducted a review of the risks to which the charity is exposed. A risk register is updated regularly, with review and approval sought at the board's quarterly meetings. The risk register is intended to manage and monitor strategic organisational risks, with a focus on those with financial or reputational consequences. It is not a comprehensive list of every risk facing the organisation, it recognises that the organisation has a set of policies which cover the most common operational issues. Issues like these would only be highlighted if it was felt they had reached the level of a strategic risk. Policies, systems and procedures form part of the process to mitigate risks identified within the register and are also regularly reviewed.

The scoring of risks is based on discussion among the EMT and the managers in the organisation. It has also been influenced by recent in-depth risk analyses of partnership projects. These projects have their own risk registers shared with partners.

#### **Website**

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

#### **Pay policy for senior staff**

The board considers that the EMT comprises the key management personnel of the charity in charge of directing and controlling, running and operating the charity on a day-to-day basis. All trustees give up their time freely and no trustee received remuneration in the year. Details of trustees' expenses and related transactions are disclosed in the accounts.

The pay of the staff is reviewed annually, and the charity considers whether it is affordable to increase pay in accordance with average earnings. If recruitment has proven difficult in the recent past, a market addition may also be paid with the pay maximum no greater than the highest benchmarked salary for a comparable role.

#### **Connections to wider network**

Women's Aid is a federation of over 180 organisations providing just under 300 lifesaving local services to women and children across England. Our network also includes a further 40 organisations run by non-members who are engaged with us through the Routes to Support database of services. The charity works in partnership with a range of statutory, voluntary, corporate and other bodies to deliver its mission and achieve its objectives. Membership is based on signing an agreement to support the charity's mission, aims and objectives. There are two membership categories:

1. Full Members: organisations that deliver direct services
2. Associate Members: other supporting organisations

Women's Aid local member services provide a range of refuge and community-based services to address domestic violence including sexual violence in intimate partner relationships. Members work to national standards for service delivery, including the Women's Aid National Quality Standards which cover all aspects of service delivery, as well as using model policies and procedures developed by Women's Aid.

#### **REFERENCE AND ADMINISTRATIVE DETAILS**

##### **Registered Company number**

03171880 (England and Wales)

##### **Registered Charity number**

1054154

**WOMEN`S AID FEDERATION OF ENGLAND**

**REPORT OF THE TRUSTEES  
FOR THE YEAR ENDED 31 MARCH 2019**

**STATEMENT OF TRUSTEES RESPONSIBILITIES**

The trustees (who are also the directors of Women`s Aid Federation of England for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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

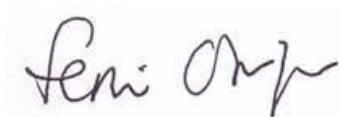
In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

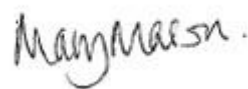
**AUDITORS**

The auditors, Bevan Buckland LLP, will be proposed for re-appointment at the forthcoming Annual General Meeting.

Approved by order of the board of trustees on 18<sup>th</sup> June 2019 and signed on its behalf by:



.....  
Femi Otitoju  
Trustee (Co-Chair)



.....  
Mary Mason  
Trustee (Interim Co-Chair)

## **REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF WOMEN'S AID FEDERATION OF ENGLAND**

### **Opinion**

We have audited the financial statements of Women's Aid Federation of England (the 'charitable company') for the year ended 31 March 2019 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (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 2019 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

### **Basis for opinion**

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company 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**

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the charitable company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

### **Other information**

The trustees are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our Report of the Independent Auditors thereon.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

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

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

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

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

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Report of the Trustees.

## **REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF WOMEN'S AID FEDERATION OF ENGLAND**

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

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

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

### **Responsibilities of trustees**

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

In preparing the financial statements, the trustees are responsible for assessing the charitable company'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.

### **Our responsibilities for the audit of the financial statements**

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue a Report of the Independent Auditors 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.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our Report of the Independent Auditors.

### **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. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditors' 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 charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Alison Vickers (Senior Statutory Auditor)  
for and on behalf of Bevan Buckland LLP  
Langdon House  
Langdon Road  
SA1 Swansea Waterfront  
Swansea  
SA1 8QY

Date: 18<sup>th</sup> June 2019

**WOMEN'S AID FEDERATION OF ENGLAND**

**STATEMENT OF FINANCIAL ACTIVITIES  
FOR THE YEAR ENDED 31 MARCH 2019**

		Unrestricted funds £	Restricted funds £	2019 Total funds £	2018 Total funds £
	Notes				
<b>INCOME AND ENDOWMENTS FROM</b>					
Donations and legacies	2	1,107,735	86,116	1,193,851	936,586
<b>Charitable activities</b>	5				
Change That Lasts		-	2,403,522	2,403,522	1,106,075
Direct Services		-	1,084,230	1,084,230	1,015,916
Campaigning		-	59,670	59,670	153,459
Training and Support for Members		-	523,743	523,743	513,067
Other Activities		-	27,439	27,439	86,450
Other trading activities	3	348,140	45,364	393,504	399,194
Investment income	4	711	-	711	713
<b>Total</b>		1,456,586	4,230,084	5,686,670	4,211,460
<b>EXPENDITURE ON</b>					
<b>Raising funds</b>					
Raising donations and legacies	6	382,628	-	382,628	370,463
Other trading activities	7	358,299	1,752	360,051	311,919
		740,927	1,752	742,679	682,382
<b>Charitable activities</b>	8				
Change That Lasts		-	2,693,759	2,693,759	1,246,268
Direct Services		-	1,106,128	1,106,128	1,026,693
Campaigning		376	106,318	106,694	71,602
Training and Support for Members		-	439,974	439,974	540,275
Other Activities		805,899	122,133	928,032	789,301
<b>Total</b>		1,547,202	4,470,064	6,017,266	4,356,161
<b>NET INCOME/(EXPENDITURE)</b>		(90,616)	(239,980)	(330,596)	(144,701)
<b>Transfers between funds</b>	20	(11,011)	11,011	-	-
<b>Net movement in funds</b>		(101,627)	(228,969)	(330,596)	(144,701)
<b>RECONCILIATION OF FUNDS</b>					
<b>Total funds brought forward</b>		440,466	1,101,797	1,542,263	1,686,964
<b>TOTAL FUNDS CARRIED FORWARD</b>		<u>338,839</u>	<u>872,828</u>	<u>1,211,667</u>	<u>1,542,263</u>

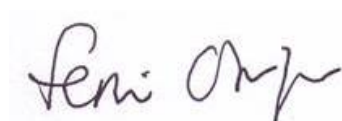
**WOMEN'S AID FEDERATION OF ENGLAND**

**BALANCE SHEET  
AT 31 MARCH 2019**

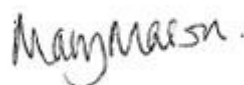
	Notes	Unrestricted funds £	Restricted funds £	2019 Total funds £	2018 Total funds £
<b>FIXED ASSETS</b>					
Tangible assets	15	-	-	-	7,679
<b>CURRENT ASSETS</b>					
Stocks	16	-	-	-	4,433
Debtors	17	167,990	126,189	294,179	288,389
Cash at bank		<u>356,653</u>	<u>1,318,921</u>	<u>1,675,574</u>	<u>1,430,897</u>
		524,643	1,445,110	1,969,753	1,723,719
<b>CREDITORS</b>					
Amounts falling due within one year	18	(185,804)	(572,282)	(758,086)	(189,135)
<b>NET CURRENT ASSETS</b>		<u>338,839</u>	<u>872,828</u>	<u>1,211,667</u>	<u>1,534,584</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>		<u>338,839</u>	<u>872,828</u>	<u>1,211,667</u>	<u>1,542,263</u>
<b>NET ASSETS</b>		<u><u>338,839</u></u>	<u><u>872,828</u></u>	<u><u>1,211,667</u></u>	<u><u>1,542,263</u></u>
<b>FUNDS</b>	20				
Unrestricted funds				338,839	440,466
Restricted funds				<u>872,828</u>	<u>1,101,797</u>
<b>TOTAL FUNDS</b>				<u><u>1,211,667</u></u>	<u><u>1,542,263</u></u>

These financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to charitable small companies.

The financial statements were approved by the Board of Trustees on 18<sup>th</sup> June 2019 and were signed on its behalf by:



.....  
Femi Otitoju  
Trustee (Co-Chair)



.....  
Mary Mason  
Trustee (Interim Co-Chair)

**WOMEN`S AID FEDERATION OF ENGLAND**

**CASH FLOW STATEMENT  
FOR THE YEAR ENDED 31 MARCH 2019**

	Notes	2019 £	2018 £
<b>Cash flows from operating activities:</b>			
Cash generated from operations	1	<u>243,966</u>	<u>(116,712)</u>
<b>Net cash provided by (used in) operating activities</b>		<u>243,966</u>	<u>(116,712)</u>
<b>Cash flows from investing activities:</b>			
Purchase of tangible fixed assets		-	(10,878)
Interest received		<u>711</u>	<u>713</u>
<b>Net cash provided by (used in) investing activities</b>		<u>711</u>	<u>(10,165)</u>
		<hr/>	<hr/>
<b>Change in cash and cash equivalents in the reporting period</b>		244,677	(126,877)
<b>Cash and cash equivalents at the beginning of the reporting period</b>		<u>1,430,897</u>	<u>1,557,774</u>
<b>Cash and cash equivalents at the end of the reporting period</b>		<u><u>1,675,574</u></u>	<u><u>1,430,897</u></u>

**WOMEN`S AID FEDERATION OF ENGLAND**

**NOTES TO THE CASH FLOW STATEMENT  
FOR THE YEAR ENDED 31 MARCH 2019**

*The notes form part of these financial statements*

**1. RECONCILIATION OF NET INCOME/(EXPENDITURE) TO NET CASH FLOW FROM OPERATING ACTIVITIES**

	2019 £	2018 £
<b>Net income/(expenditure) for the reporting period (as per the statement of financial activities)</b>	(330,596)	(144,701)
<b>Adjustments for:</b>		
Depreciation charges	7,679	3,199
Interest received	(711)	(713)
Decrease in stocks	4,433	3,355
(Increase)/decrease in debtors	(5,790)	99,859
Increase/(decrease) in creditors	<u>568,951</u>	<u>(77,711)</u>
<b>Net cash provided by (used in) operating activities</b>	<u>243,966</u>	<u>(116,712)</u>



## WOMEN'S AID FEDERATION OF ENGLAND

### NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2019

*The notes form part of these financial statements*

#### 1. ACCOUNTING POLICIES

##### **Basis of preparing the financial statements**

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) '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 2015)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

##### **Going Concern**

The trustees consider that there are no material uncertainties about the Charity's ability to continue as a going concern nor any significant areas of uncertainty that affect the carrying value assets held by the charity.

##### **Income**

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount 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 by the Charity 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 these conditions will be fulfilled in the reporting period.

Legacy gifts are recognised on a case by case basis following the grant of probate when the administrator/executor for the estate has communicated in writing both the amount and settlement date. In the event that the gift is in the form of an asset other than cash or a financial asset traded on a recognised stock exchange, recognition is subject to the value of the gift being reliably measurable with a degree of reasonable accuracy and the title to the asset having been transferred to the Charity.

Deferred income represents amount received for future periods and is released to incoming resources in the period for which, it has been received. Such income is only deferred when:

- The donor specifies that the grant or donation must only be used in future accounting periods; or
- The donor has imposed conditions which must be met before the Charity has unconditional entitlement.

Where services or facilities are provided to the Charity as a donation that would normally be purchased from our suppliers this benefit is included in the financial statements at its fair value unless its fair value cannot be reliably measured, then at the cost to the donor of the resale value of goods that are to be sold.

## WOMEN'S AID FEDERATION OF ENGLAND

### NOTES TO THE FINANCIAL STATEMENTS - CONTINUED FOR THE YEAR ENDED 31 MARCH 2019

*The notes form part of these financial statements*

#### 1. ACCOUNTING POLICIES - continued

##### **Expenditure**

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, 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 accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Grants offered subject to conditions which have not been met at the year-end date are noted as a commitment but not accrued as expenditure.

##### **Governance costs**

These include the costs attributable to the Charity's compliance with constitutional and statutory requirements, including audit, strategic management and Trustee's meetings and reimbursed expenses.

##### **Allocation and apportionment of costs**

Support costs include central functions and have been allocated the activity cost categories on a basis consistent with the use of the resources, for example, allocating property costs by floor area, or per capita, staff costs by the time spent and other costs by their usage.

##### **Tangible fixed assets**

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

##### **Stocks**

Stocks are valued at the lower of cost and net realisable value, after making due allowance for obsolete and slow moving items.

##### **Taxation**

The Charity is considered to pass the test set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the Charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

##### **Fund accounting**

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

##### **Pension costs and other post-retirement benefits**

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

## WOMEN'S AID FEDERATION OF ENGLAND

### NOTES TO THE FINANCIAL STATEMENTS - CONTINUED FOR THE YEAR ENDED 31 MARCH 2019

*The notes form part of these financial statements*

#### 1. ACCOUNTING POLICIES - continued

##### **Trade debtors**

Trade debtors are amounts due from customers for merchandise or services performed in the ordinary course of business.

Trade debtors are recognised initially at the transaction price. They are subsequently measured at amortised cost using the effective interest method, less provision for impairment. A provision for the impairment of trade debtors is established when there is objective evidence that the Charity will not be able to collect all amounts due according to the original terms of the receivables.

##### **Cash and cash equivalents**

Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

##### **Trade creditors**

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as current liabilities if the Charity does not have an unconditional right, at the end of the reporting period, to defer settlement of the creditor for at least twelve months after the reporting date. If there is an unconditional right to defer settlement for at least twelve months after the reporting date, they are presented as non-current liabilities.

Trade creditors are recognised initially at the transaction price and subsequently measured at amortised cost using the effective method.

##### **Financial Instruments**

###### Classification

Financial assets and financial liabilities are recognised when the charity becomes a party to the contractual provisions of the instrument.

Financial liabilities and equity instruments are classified according to the substance of the contractual arrangements entered into. An equity instrument is any contract that evidences a residual interest in the assets of the Charity after deducting all of its liabilities.

###### Recognition and measurement

All financial assets and liabilities are initially measured at transaction price (including transactions costs), except for those financial assets classified as at fair value through profit or loss, which are initially measured at fair value (which is normally the transaction price excluding transaction costs), unless the arrangement constitutes a financing transaction. If an arrangement constitutes a financing transaction, the financial asset or financial liability is measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Financial assets and liabilities are only offset in the statement of financial position when, and only when there exists a legally enforceable right to set off the recognised amounts and the Charity intends either to settle on a net basis, or to realise the asset and settle the liability simultaneously.

Financial assets are derecognised when and only when a) the contractual rights to the cash flows from the financial asset expire or are settled, b) the Charity transfers to another party substantially all of the risks and rewards of ownership of the financial asset, or c) the Charity, despite having retained some, but not all, significant risks and rewards of ownership, has transferred control of the asset to another party.

Financial liabilities are derecognised only when the obligation specified in the contract is discharged, cancelled or expires.

**WOMEN`S AID FEDERATION OF ENGLAND**

**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED  
FOR THE YEAR ENDED 31 MARCH 2019**

*The notes form part of these financial statements*

**2. DONATIONS AND LEGACIES**

	2019 £	2018 £
Donations	904,943	654,682
Legacies	41,757	117,633
Donated services and facilities	<u>247,151</u>	<u>164,271</u>
	<u><u>1,193,851</u></u>	<u><u>936,586</u></u>

Legacy income has been accrued where the Charity has been notified that it is entitled to a reasonable estimate of monies. However, the timing of these monies is uncertain as the legacies are subject to the realisation of assets within the legacy estate, which from past experience can take more than a year to be realised.

In addition to the generous financial support receive from all of our supporters over the last 12 months, we would also like to extend our gratitude to those individuals and organisations who donated products and services to Women's Aid and in particular Freshfields for legal support, research, conference facilities and a range of other services.

Donated services during the year are

	2019 £	2018 £
Freshfields - Policy Support (Legal pro-bono)	173,208	140,038
Google Adwords	34,619	22,932
Mediacom	-	1,000
ECOORYS	-	300
Facebook	1,500	-
Blitz	10,824	-
D&D London   Skylon	<u>27,000</u>	<u>-</u>
	<u><u>247,151</u></u>	<u><u>164,271</u></u>

**3. OTHER TRADING ACTIVITIES**

	2019 £	2018 £
Membership	87,725	62,639
Publications	8,139	10,360
Consultancy & Speakers' fees	25,129	28,036
National Training Centre	200,979	232,332
National Conference	51,703	41,929
Other conference and events	960	7,495
Advertising and merchandise	<u>18,869</u>	<u>16,403</u>
	<u><u>393,504</u></u>	<u><u>399,194</u></u>

**WOMEN'S AID FEDERATION OF ENGLAND**

**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED  
FOR THE YEAR ENDED 31 MARCH 2019**

**4. INVESTMENT INCOME**

	2019	2018
	£	£
Deposit account interest	<u>711</u>	<u>713</u>

**5. INCOME FROM CHARITABLE ACTIVITIES**

	<b>Activity</b>	2019	2018
		£	£
Grants	Change That Lasts - BLF Funded pilots	1,444,908	961,390
Grants	Change That Lasts - Sooner The Better/Ask me	5,000	47,080
Grants	Change That Lasts - Business Development	-	49,000
Grants	Change That Lasts - Police Transformation Fund Perpetrator Work	142,593	15,849
Grants	Change That Lasts - Ask Me' Pilot (Waltham Forest)	16,999	32,756
Grants	Change That Lasts - DMCS	794,022	-
Grants	National Domestic Violence Helpline	683,703	648,863
Grants	Survivors' Forum	48,129	40,097
Grants	Routes to Support	156,060	153,000
Grants	No Woman Turned Away	175,499	173,956
Grants	Love Respect	20,839	-
Grants	Campaigning & Participation	-	78,789
Grants	DVA Bill (Legal Education Foundation)	35,000	-
Grants	DVA Bill (Lloyds Bank Foundation for England and Wales)	24,670	24,670
Grants	Children & Young People's programme	50,000	67,140
Grants	Oak foundation	167,856	-
Grants	Sustaining Specialist Services (Imkaan and Women's Aid Partnership)	190,779	358,277
Grants	Research on Track	57,712	77,650
Grants	QMUL	2,256	10,000
Grants	Tech for Good	-	50,000
Grants	Big Potential Social Investment	32,640	-
Grants	Apprenticeship	20,000	-
Grants	Survivors Participation Panels	2,500	-
Grants	Other Activities	<u>27,439</u>	<u>86,450</u>
		<u>4,098,604</u>	<u>2,874,967</u>

**WOMEN'S AID FEDERATION OF ENGLAND**

**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED  
FOR THE YEAR ENDED 31 MARCH 2019**

**5. INCOME FROM CHARITABLE ACTIVITIES - continued**

Grants received, included in the above, are as follows:

	2019	2018
	£	£
Home Office	455,049	265,849
London Councils	314,322	314,922
Lloyds Bank Foundation for England and Wales	215,449	397,947
Comic Relief	55,000	147,080
The National Lottery Community Fund (Formerly BLF)	1,444,908	961,390
The City Bridge Trust	-	49,000
The Roddick Foundation	-	78,789
Minister for Housing and Communities & Local Government	331,559	326,956
Avon Cosmetics UK Ltd	71,444	77,650
Waltham Forest Council	16,999	32,756
The Sylvia Adams Charitable Trust	50,000	50,000
Queen Mary University London	2,256	10,000
The Henry Smith Trust	35,000	35,000
Sara Charlton Foundation	-	17,140
Department for Digital, Culture, Media & Sport	794,022	-
Oak Foundation	167,856	-
Legal Education Fund	35,000	-
Esmee Fairbairn Foundation	-	50,000
The David Family Foundation	-	10,000
Other Small Grants	45,971	50,488
Big Potential Social Investment	32,640	-
People's Postcode Trust	20,000	-
Other grants	11,129	-
	<u>4,098,604</u>	<u>2,874,967</u>

**6. RAISING DONATIONS AND LEGACIES**

	Unrestricted funds General £	Total 2019 £	Total 2018 £
Employment costs	213,951	213,951	201,720
Production of resources	9,288	9,288	8,579
Premises and office costs	22,349	22,349	17,494
Training, conference and events	13,353	13,353	43,233
Other costs	61,493	61,493	12,678
Promotion and advertising	36	36	10,937
Consultancy	26,641	26,641	29,514
	<u>347,111</u>	<u>347,111</u>	<u>324,245</u>
Direct Costs	347,111	347,111	324,245
Allocated support costs	35,517	35,517	46,218
	<u>382,628</u>	<u>382,628</u>	<u>370,643</u>

Allocated Support Costs (note 10)

**WOMEN'S AID FEDERATION OF ENGLAND**

**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED  
FOR THE YEAR ENDED 31 MARCH 2019**

**7. OTHER TRADING ACTIVITIES**

	2019	2018
	£	£
Trading costs	<u>360,051</u>	<u>311,919</u>
	2019	2018
	£	£
Membership	61,958	34,311
Publication	6,884	3,812
Consultancy and Speaker Fees	15,644	12,062
National Training Centre	223,036	215,952
National Conference	47,317	41,011
Other Conference and Events	238	2,158
Advertising and Merchandise	<u>3,222</u>	<u>2,613</u>
	<u>358,299</u>	<u>311,919</u>

**WOMEN'S AID FEDERATION OF ENGLAND**

**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED  
FOR THE YEAR ENDED 31 MARCH 2019**

**8. CHARITABLE ACTIVITIES COSTS**

	Direct costs	Grant funding of activities (See note 9)	Support costs (See note 10)	Totals
	£	£	£	£
Change That Lasts - BLF Funded pilots	497,844	1,058,810	-	1,556,654
Change That Lasts - Sooner The Better/Ask me	21,643	-	-	21,643
Change That Lasts - Sooner The Better / Trusted Professional	185,631	-	-	185,631
Change That Lasts - Police Transformation Fund Perpetrator Work	42,965	77,692	-	120,657
Change That Lasts - Ask Me' Pilot (Waltham Forest)	23,476	-	-	23,476
Change That Lasts - DMCS	164,507	621,191	-	785,698
National Domestic Violence Helpline	522,910	208,197	-	731,107
Survivors' Forum	54,462	-	-	54,462
Routes to Support	145,060	-	-	145,060
No Woman Turned Away	175,499	-	-	175,499
Campaigning & Participation	21,297	-	-	21,297
DVA Bill (Legal Education Foundation)	24,260	-	-	24,260
DVA Bill (Lloyds Bank Foundation for England and Wales)	45,347	-	-	45,347
Children & Young People's programme	60,034	-	-	60,034
Oak foundation	41,752	-	-	41,752
Sustaining Specialist Services (Imkaan and Women's Aid Partnership)	129,105	77,827	-	206,932
Research on Track	90,364	-	-	90,364
QMUL	2,318	-	-	2,318
Big Potential Social Investment	26,640	-	-	26,640
Apprenticeship	11,421	-	-	11,421
Survivors Participation Panels	513	-	-	513
Campaign: Two Child Tax Credit Limit Policy	15,790	-	-	15,790
Other Activities	<u>395,273</u>	<u>-</u>	<u>532,759</u>	<u>928,032</u>
	<u>2,698,111</u>	<u>2,043,717</u>	<u>532,759</u>	<u>5,274,587</u>

**9. GRANTS PAYABLE**

	2019 £	2018 £
Change That Lasts - BLF Funded pilots	1,058,810	298,268
Change That Lasts - Sooner The Better/Ask me	-	69,907
Change That Lasts - Sooner The Better / Trusted Professional	-	60,000
Change That Lasts - Police Transformation Fund Perpetrator Work	77,692	-
Change That Lasts - Ask Me' Pilot (Waltham Forest)	-	6,975
Change That Lasts - DMCS	621,191	-
National Domestic Violence Helpline	208,197	208,197
Sustaining Specialist Services (Imkaan and Women's Aid Partnership)	77,827	107,657
Other Activities	<u>-</u>	<u>1,200</u>
	2,043,717	752,204



**WOMEN`S AID FEDERATION OF ENGLAND**

**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED  
FOR THE YEAR ENDED 31 MARCH 2019**

**9. GRANTS PAYABLE - continued**

The total grants paid to institutions during the year was as follows:

	2019	2018
	£	£
SafeLives	749,137	298,268
Respect	10,000	10,000
Refuge	68,294	68,294
WGN	69,845	69,845
Rasacs	60,058	60,058
IMKAAN	77,827	107,657
Welsh Women's Aid	77,132	25,907
Rise	38,846	20,000
Women's Aid Integrated Service	15,000	15,000
Your Sanctuary	15,000	10,000
Birmingham & Solihull Women's Aid	25,000	15,000
Wearside Women's Aid	75,000	-
East Surrey Domestic Abuse Service	65,000	-
Women's Aid Integrated Service	30,000	-
Action for Children	24,673	-
Wycombe Women's Aid	15,000	-
Nottingham Women's Aid	30,000	-
My Sister Place	65,000	-
Boston Women's Aid	38,846	-
Northern Ireland Women's Aid	27,625	-
Cambridge Women's Aid	50,000	-
Coventry Haven Women's Aid	50,000	-
HARV Outreach Team	50,000	-
Scottish Women's Aid	70,434	-
Southern Domestic Abuse Service	50,000	-
Staffordshire Women's Aid	50,000	-
Jewish Women's Aid	50,000	-
West Mercia Women's Aid	50,000	-
Bexley Women's Aid	23,000	-
Black Women's Project	23,000	-
Advance	-	24,000
Citizen Advice Elmbridge (West)	-	5,000
Wearside Women In Need Sunderland	-	15,000
Stay Safe East	-	5,600
Solace	-	625
Ashiana Network	-	750
Nia Project	-	1,200
	<u>2,043,717</u>	<u>752,204</u>

**WOMEN'S AID FEDERATION OF ENGLAND**

**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED  
FOR THE YEAR ENDED 31 MARCH 2019**

**9. GRANTS PAYABLE - continued**

In accordance with Section 37 of the Local Government Act 1989, £106,725 of the grant from London Councils of £314,922 was used in respect of the period 1 April 2018 to 31 March 2019 towards the running costs and salaries of the free phone 24 hour national domestic violence helpline run in partnership with Refuge.

	Women's Aid Lead Partner	Respect Delivery Partner	Refuge Delivery Partner	WGN Delivery Partner	RASACS Delivery Partner	2019 Total £	2018 Total £
<u>Costs</u>	£	£	£	£	£		
Staff	67,424	8,180	52,507	56,870	48,375	233,356	233,446
Beneficiary	3,200	620	-	218	-	4,038	770
Other Direct Project	20,834	1,200	6,987	3,487	4,409	36,917	39,535
Overheads	<u>15,267</u>	<u>-</u>	<u>8,800</u>	<u>9,270</u>	<u>7,274</u>	<u>40,611</u>	<u>40,571</u>
Grant	<u>106,725</u>	<u>10,000</u>	<u>68,294</u>	<u>69,845</u>	<u>60,058</u>	<u>314,922</u>	<u>314,322</u>

**10. SUPPORT COSTS**

	Staff costs £	Admin costs £	Other support costs £	Total 2019 £	Total 2018 £
Charitable activities	359,138	70,473	103,148	532,759	540,988
Cost of generating donations and legacies	<u>23,943</u>	<u>4,698</u>	<u>6,876</u>	<u>35,517</u>	<u>46,218</u>
	<u>383,081</u>	<u>75,171</u>	<u>110,024</u>	<u>568,276</u>	<u>587,206</u>

\* including depreciation

Basis of allocation

Support costs are apportioned across the main activities of the charity on the basis of total staff time spent on each of these during the year.

**11. NET INCOME/(EXPENDITURE)**

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

	2019 £	2018 £
Auditors' remuneration	13,068	15,732
Depreciation - owned assets	<u>7,679</u>	<u>3,199</u>

**WOMEN'S AID FEDERATION OF ENGLAND**

**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED  
FOR THE YEAR ENDED 31 MARCH 2019**

**12. TRUSTEES' REMUNERATION AND BENEFITS**

There were no trustees' remuneration or other benefits for the year ended 31 March 2019 nor for the year ended 31 March 2018.

**Trustees' expenses**

There were no trustees' expenses paid for the year ended 31 March 2019 nor for the year ended 31 March 2018.

During the year Trustees were reimbursed expenses of £3,211(2018: £5,517). Trustees' expenses represents the reimbursement of travel costs to 8 (2018 - 5) members relating to attendance at meetings of Trustees.

During the year £935 (2018: £935) was paid in respect of Trustees' indemnity insurance.

**13. STAFF COSTS**

	2019 £	2018 £
Wages and salaries	2,361,378	2,145,310
Social security costs	200,816	202,832
Other pension costs	<u>139,233</u>	<u>138,427</u>
	<u><u>2,701,427</u></u>	<u><u>2,486,569</u></u>

The average monthly number of employees during the year was as follows:

	2019	2018
Fundraising	7	8
Support	8	10
Charitable activities	<u>86</u>	<u>77</u>
	<u><u>101</u></u>	<u><u>95</u></u>

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	2019	2018
£80,001 - £90,000	-	1
£100,001 - £120,000	<u>1</u>	<u>-</u>
	<u><u>1</u></u>	<u><u>1</u></u>

The total employee benefits of the key management personnel of the Charity were £256,686 (2018: £250,869)

**WOMEN'S AID FEDERATION OF ENGLAND**

**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED  
FOR THE YEAR ENDED 31 MARCH 2019**

**14. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES**

	Unrestricted funds £	Restricted funds £	Total funds £
<b>INCOME AND ENDOWMENTS FROM</b>			
Donations and legacies	832,800	103,786	936,586
<b>Charitable activities</b>			
Change That Lasts - BLF Funded pilots	-	961,390	961,390
Change That Lasts - Sooner The Better/Ask me	-	47,080	47,080
Change That Lasts - Business Development	-	49,000	49,000
Change That Lasts - Police Transformation Fund			
Perpetrator Work	-	15,849	15,849
Change That Lasts - Ask Me' Pilot (Waltham Forest)	-	32,756	32,756
National Domestic Violence Helpline	-	648,863	648,863
Survivors' Forum	-	40,097	40,097
Routes to Support	-	153,000	153,000
No Woman Turned Away	-	173,956	173,956
Campaigning & Participation	-	78,789	78,789
DVA Bill (Lloyds Bank Foundation for England and Wales)	-	24,670	24,670
Children & Young People's programme	-	67,140	67,140
Sustaining Specialist Services (Imkaan and Women's Aid Partnership)	-	358,277	358,277
Research on Track	-	77,650	77,650
QMUL	-	10,000	10,000
Tech for Good	-	50,000	50,000
Other Activities	76,450	10,000	86,450
Other trading activities	387,440	11,754	399,194
Investment income	713	-	713
	<hr/>	<hr/>	<hr/>
<b>Total</b>	1,297,403	2,914,057	4,211,460

**WOMEN'S AID FEDERATION OF ENGLAND**

**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED  
FOR THE YEAR ENDED 31 MARCH 2019**

**14. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued**

	Unrestricted funds £	Restricted funds £	Total funds £
<b>EXPENDITURE ON</b>			
Raising funds	682,382	-	682,382
<b>Charitable activities</b>			
Change That Lasts - BLF Funded pilots	-	739,737	739,737
Change That Lasts - Sooner The Better/Ask me	-	144,865	144,865
Change That Lasts - Sooner The Better / Trusted Professional	-	307,693	307,693
Change That Lasts - Business Development	-	28,159	28,159
Change That Lasts - Police Transformation Fund			
Perpetrator Work	-	14,478	14,478
Change That Lasts - Ask Me' Pilot (Waltham Forest)	-	11,336	11,336
National Domestic Violence Helpline	-	620,592	620,592
Survivors' Forum	-	79,145	79,145
Routes to Support	-	153,000	153,000
No Woman Turned Away	-	173,956	173,956
Campaigning & Participation	-	71,602	71,602
Children & Young People's programme	-	58,639	58,639
Sustaining Specialist Services (Imkaan and Women's Aid Partnership)	-	377,845	377,845
Research on Track	-	48,553	48,553
QMUL	-	5,506	5,506
Tech for Good	-	49,372	49,372
Other Activities	688,635	100,666	789,301
<b>Total</b>	1,371,017	2,985,144	4,356,161
<b>NET INCOME/(EXPENDITURE)</b>	(73,614)	(71,087)	(144,701)
<b>Transfers between funds</b>	11,085	(11,085)	-
<b>Net movement in funds</b>	(62,529)	(82,172)	(144,701)
<b>RECONCILIATION OF FUNDS</b>			
<b>Total funds brought forward</b>	502,995	1,183,969	1,686,964
<b>TOTAL FUNDS CARRIED FORWARD</b>	<u>440,466</u>	<u>1,101,797</u>	<u>1,542,263</u>

**WOMEN'S AID FEDERATION OF ENGLAND**  
**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED**  
**FOR THE YEAR ENDED 31 MARCH 2019**

**15. TANGIBLE FIXED ASSETS**

	Improvements to property £
<b>COST</b>	
At 1 April 2018 and 31 March 2019	<u>10,878</u>
 <b>DEPRECIATION</b>	
At 1 April 2018	3,199
Charge for year	<u>7,679</u>
At 31 March 2019	<u>10,878</u>
 <b>NET BOOK VALUE</b>	
At 31 March 2019	<u><u>-</u></u>
At 31 March 2018	<u><u>7,679</u></u>

**16. STOCKS**

	2019 £	2018 £
Stocks	<u>-</u>	<u>4,433</u>

**17. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	2019 £	2018 £
Trade debtors	116,061	90,170
Other debtors	62,451	113,667
Accrued income	80,124	36,671
Prepayments	<u>35,543</u>	<u>47,881</u>
	<u><u>294,179</u></u>	<u><u>288,389</u></u>

**18. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	2019 £	2018 £
Trade creditors	147,243	141,194
Grant payable	320,953	-
VAT	4,882	2,551
Other creditors	25,898	13,866
Deferred income	34,351	9,429
Accrued expenses	<u>224,759</u>	<u>22,095</u>
	<u><u>758,086</u></u>	<u><u>189,135</u></u>

**WOMEN'S AID FEDERATION OF ENGLAND**

**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED  
FOR THE YEAR ENDED 31 MARCH 2019**

**19. LEASING AGREEMENTS**

Minimum lease payments under non-cancellable operating leases fall due as follows:

	2019 £	2018 £
Within one year	143,869	16,000
Between one and five years	168,638	117,912
In more than five years	-	136,049
	<u>312,507</u>	<u>269,961</u>

**20. MOVEMENT IN FUNDS**

	At 1.4.18 £	Net movement in funds £	Transfers between funds £	At 31.3.19 £
<b>Unrestricted funds</b>				
General fund	440,466	(90,616)	(11,011)	338,839
<b>Restricted funds</b>				
Home Office	324,903	(163,695)	4,579	165,787
London Councils	600	(600)	-	-
Lloyds Bank Foundation for England and Wales	40,823	(36,830)	-	3,993
Comic Relief	21,222	(16,643)	(4,579)	-
Other Small Grants	14,951	(12,964)	-	1,987
The National Lottery Community Fund (Formerly BLF)	425,623	(111,746)	-	313,877
The City Bridge Trust	36,200	-	12,800	49,000
The Roddick Foundation	21,297	(21,297)	-	-
Avon Cosmetics UK Ltd	32,651	(11,812)	-	20,839
Waltham Forest Council	21,420	(6,477)	-	14,943
The Sylvia Adams Charitable Trust	43,201	(10,034)	-	33,167
Queen Mary University London	4,494	(4,556)	62	-
The Henry Smith Trust	1,236	(1,236)	-	-
Other Activities	53,848	(19,875)	-	33,973
Department for Digital, Culture, Media & Sport	-	8,324	-	8,324
Oak Foundation	-	126,104	(1,851)	124,253
Department of Health	36,938	(14,950)	-	21,988
Legal Education Foundation	-	10,740	-	10,740
RTS Membership	22,390	6,712	-	29,102
Big Potential Social Investment	-	6,000	-	6,000
People's Postcode Trust	-	8,579	-	8,579
Campaign: Two Child Tax Credit Limit Policy	-	376	-	376
Women's Aid Members Contribution to Apprenticeship	-	25,900	-	25,900
	<u>1,101,797</u>	<u>(239,980)</u>	<u>11,011</u>	<u>872,828</u>
<b>TOTAL FUNDS</b>	1,542,263	(330,596)	-	1,211,667

**WOMEN'S AID FEDERATION OF ENGLAND**

**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED  
FOR THE YEAR ENDED 31 MARCH 2019**

**20. MOVEMENT IN FUNDS - continued**

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
<b>Unrestricted funds</b>			
General fund	1,456,586	(1,547,202)	(90,616)
<b>Restricted funds</b>			
Home Office	455,049	(618,744)	(163,695)
London Councils	314,322	(314,922)	(600)
Lloyds Bank Foundation for England and Wales	215,449	(252,279)	(36,830)
Comic Relief	55,000	(71,643)	(16,643)
Other Small Grants	57,100	(70,064)	(12,964)
The National Lottery Community Fund (Formerly BLF)	1,444,908	(1,556,654)	(111,746)
The Roddick Foundation	-	(21,297)	(21,297)
MHCLG	331,559	(331,559)	-
Avon Cosmetics UK Ltd	71,444	(83,256)	(11,812)
Waltham Forest Council	16,999	(23,476)	(6,477)
The Sylvia Adams Charitable Trust	50,000	(60,034)	(10,034)
Queen Mary University London	2,256	(6,812)	(4,556)
The Henry Smith Trust	35,000	(36,236)	(1,236)
Other Activities	70,326	(90,201)	(19,875)
Department for Digital, Culture, Media & Sport	794,022	(785,698)	8,324
Oak Foundation	167,856	(41,752)	126,104
Legal Education Foundation	35,000	(24,260)	10,740
RTS Membership	19,464	(12,752)	6,712
Big Potential Social Investment	32,640	(26,640)	6,000
People's Postcode Trust	20,000	(11,421)	8,579
Campaign: Two Child Tax Credit Limit Policy	15,790	(15,414)	376
Women's Aid Members Contribution to Apprenticeship	25,900	-	25,900
Department of Health	-	(14,950)	(14,950)
	<hr/>	<hr/>	<hr/>
	4,230,084	(4,470,064)	(239,980)
	<hr/>	<hr/>	<hr/>
<b>TOTAL FUNDS</b>	<u>5,686,670</u>	<u>(6,017,266)</u>	<u>(330,596)</u>



**WOMEN'S AID FEDERATION OF ENGLAND**

**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED  
FOR THE YEAR ENDED 31 MARCH 2019**

**20. MOVEMENT IN FUNDS - continued**

**Comparatives for movement in funds**

	At 1.4.17 £	Net movement in funds £	Transfers between funds £	At 31.3.18 £
<b>Unrestricted Funds</b>				
General fund	502,995	(73,614)	11,085	440,466
<b>Restricted Funds</b>				
Home Office	758,232	(433,329)	-	324,903
London Councils	-	29,417	(28,817)	600
Lloyds Bank Foundation for England and Wales	35,721	5,102	-	40,823
Comic Relief	-	29,850	(8,628)	21,222
Other Small Grants	5,378	2,126	7,447	14,951
The National Lottery Community Fund (Formerly BLF)	203,970	221,653	-	425,623
The City Bridge Trust	-	20,841	15,359	36,200
The Roddick Foundation	14,110	7,187	-	21,297
Avon Cosmetics UK Ltd	45,381	(16,284)	3,554	32,651
Waltham Forest Council	-	21,420	-	21,420
The Sylvia Adams Charitable Trust	34,700	8,501	-	43,201
Queen Mary University London	-	4,494	-	4,494
The Henry Smith Trust	-	1,236	-	1,236
Other Activities	24,042	29,806	-	53,848
Department of Health	36,938	-	-	36,938
RTS Membership	25,497	(3,107)	-	22,390
	<u>1,183,969</u>	<u>(71,087)</u>	<u>(11,085)</u>	<u>1,101,797</u>
<b>TOTAL FUNDS</b>	<u><u>1,686,964</u></u>	<u><u>(144,701)</u></u>	<u><u>-</u></u>	<u><u>1,542,263</u></u>

**WOMEN'S AID FEDERATION OF ENGLAND**

**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED  
FOR THE YEAR ENDED 31 MARCH 2019**

**20. MOVEMENT IN FUNDS - continued**

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
<b>Unrestricted funds</b>			
General fund	1,297,403	(1,371,017)	(73,614)
<b>Restricted funds</b>			
Home Office	265,849	(699,178)	(433,329)
London Councils	314,922	(285,505)	29,417
Lloyds Bank Foundation for England and Wales	397,947	(392,845)	5,102
Comic Relief	147,080	(117,230)	29,850
Other Small Grants	34,038	(31,912)	2,126
The National Lottery Community Fund (Formerly BLF)	961,390	(739,737)	221,653
The City Bridge Trust	49,000	(28,159)	20,841
The Roddick Foundation	78,789	(71,602)	7,187
MHCLG	326,956	(326,956)	-
Avon Cosmetics UK Ltd	77,650	(93,934)	(16,284)
Waltham Forest Council	32,756	(11,336)	21,420
The Sylvia Adams Charitable Trust	50,000	(41,499)	8,501
Queen Mary University London	10,000	(5,506)	4,494
The Henry Smith Trust	35,000	(33,764)	1,236
Sara Charlton Foundation	17,140	(17,140)	-
Other Activities	103,786	(73,980)	29,806
RTS Membership	11,754	(14,861)	(3,107)
	<hr/>	<hr/>	<hr/>
	2,914,057	(2,985,144)	(71,087)
	<hr/>	<hr/>	<hr/>
<b>TOTAL FUNDS</b>	<u>4,211,460</u>	<u>(4,356,161)</u>	<u>(144,701)</u>

**WOMEN'S AID FEDERATION OF ENGLAND**

**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED  
FOR THE YEAR ENDED 31 MARCH 2019**

**20. MOVEMENT IN FUNDS - continued**

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.4.17 £	Net movement in funds £	Transfers between funds £	At 31.3.19 £
<b>Unrestricted funds</b>				
General fund	502,995	(164,230)	74	338,839
<b>Restricted funds</b>				
Home Office	758,232	(597,024)	4,579	165,787
London Councils	-	28,817	(28,817)	-
Lloyds Bank Foundation for England and Wales	35,721	(31,728)	-	3,993
Comic Relief	-	13,207	(13,207)	-
Other Small Grants	5,378	(10,838)	7,447	1,987
The National Lottery Community Fund (Formerly BLF)	203,970	109,907	-	313,877
The City Bridge Trust	-	20,841	28,159	49,000
The Roddick Foundation	14,110	(14,110)	-	-
Avon Cosmetics UK Ltd	45,381	(28,096)	3,554	20,839
Waltham Forest Council	-	14,943	-	14,943
The Sylvia Adams Charitable Trust	34,700	(1,533)	-	33,167
Queen Mary University London	-	(62)	62	-
Other Activities	24,042	9,931	-	33,973
Department for Digital, Culture, Media & Sport	-	8,324	-	8,324
Oak Foundation	-	126,104	(1,851)	124,253
Department of Health	36,938	(14,950)	-	21,988
Legal Education Foundation	-	10,740	-	10,740
RTS Membership	25,497	3,605	-	29,102
Big Potential Social Investment	-	6,000	-	6,000
People's Postcode Trust	-	8,579	-	8,579
Campaign: Two Child Tax Credit Limit Policy	-	376	-	376
Women's Aid Members Contribution to Apprenticeship	-	25,900	-	25,900
	<u>1,183,969</u>	<u>(311,067)</u>	<u>(74)</u>	<u>872,828</u>
<b>TOTAL FUNDS</b>	<u><u>1,686,964</u></u>	<u><u>(475,297)</u></u>	<u><u>-</u></u>	<u><u>1,211,667</u></u>

**WOMEN'S AID FEDERATION OF ENGLAND**

**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED  
FOR THE YEAR ENDED 31 MARCH 2019**

**20. MOVEMENT IN FUNDS - continued**

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
<b>Unrestricted funds</b>			
General fund	2,753,989	(2,918,219)	(164,230)
<b>Restricted funds</b>			
Home Office	720,898	(1,317,922)	(597,024)
London Councils	629,244	(600,427)	28,817
Lloyds Bank Foundation for England and Wales	613,396	(645,124)	(31,728)
Comic Relief	202,080	(188,873)	13,207
Other Small Grants	91,138	(101,976)	(10,838)
The National Lottery Community Fund (Formerly BLF)	2,406,298	(2,296,391)	109,907
The City Bridge Trust	49,000	(28,159)	20,841
The Roddick Foundation	78,789	(92,899)	(14,110)
MHCLG	658,515	(658,515)	-
Avon Cosmetics UK Ltd	149,094	(177,190)	(28,096)
Waltham Forest Council	49,755	(34,812)	14,943
The Sylvia Adams Charitable Trust	100,000	(101,533)	(1,533)
Queen Mary University London	12,256	(12,318)	(62)
The Henry Smith Trust	70,000	(70,000)	-
Sara Charlton Foundation	17,140	(17,140)	-
Other Activities	174,112	(164,181)	9,931
Department for Digital, Culture, Media & Sport	794,022	(785,698)	8,324
Oak Foundation	167,856	(41,752)	126,104
Legal Education Foundation	35,000	(24,260)	10,740
RTS Membership	31,218	(27,613)	3,605
Big Potential Social Investment	32,640	(26,640)	6,000
People's Postcode Trust	20,000	(11,421)	8,579
Campaign: Two Child Tax Credit Limit Policy	15,790	(15,414)	376
Women's Aid Members Contribution to Apprenticeship	25,900	-	25,900
Department of Health	-	(14,950)	(14,950)
	<u>7,144,141</u>	<u>(7,455,208)</u>	<u>(311,067)</u>
<b>TOTAL FUNDS</b>	<u><u>9,898,130</u></u>	<u><u>(10,373,427)</u></u>	<u><u>(475,297)</u></u>

**WOMEN'S AID FEDERATION OF ENGLAND**

**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED  
FOR THE YEAR ENDED 31 MARCH 2019**

**20. MOVEMENT IN FUNDS - continued**

**Purposes of Restricted Funds**

Change that lasts	Change That Lasts (CTL) is a strategic programme piloting our strengths and needs-led approach within different settings with a range of funding and operational partners. Projects include BLF funded pilots of CTL, Home office funding of 'Sooner The Better' and its 'Trusted Professional' scheme, and piloting the 'Ask Me' scheme with Welsh Women's Aid funded by Comic Relief and the Home Office.	- Home Office- Big Lottery Fund- The City Bridge Trust- Waltham Forest- DCMS – Comic Relief
National Domestic Violence Helpline	Providing 24 hour access to help and support through the joint Freephone 24 hour National Domestic Violence Helpline run in partnership between Women's Aid and Refuge.	Various
Routes to support	The project provides a referral database of VAWG services and refuge vacancies to national helplines and local services. It further provides a public service directory on the Women's Aid website and the Goldbook Online directory which is available at cost to other agencies	MHCLG
Children & Young People's Programme (CYP)	The continued support from the Sylvia Adams Charitable Trust has enabled us to ensure the quality of children's support services run by local domestic abuse organisations	Sylvia Adams Trust
Survivors' Forum	The Survivors' Forum provides a safe, anonymous environment for women affected by domestic violence to speak out about their experiences and seek help and support, and has dedicated moderators to provide professional support and advice	Various
Procurement and Impact Programme	Our procurement project launched in 2019, aims to procure services at an advantageous rate and save money and time for our members	Oak Foundation
Sustaining Specialist Services	Run in Partnership with IMKAAN ensures the quality and sustainability of specialist and dedicated domestic abuse services.	Lloyds Bank Foundation for England and Wales
Routes to support	The project provides a referral database of VAWG services and refuge vacancies to national helplines and local services. It further provides a public service directory on the Women's Aid website and the Goldbook Online directory which is available at cost to other agencies.	MHCLG

**WOMEN'S AID FEDERATION OF ENGLAND**

**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED  
FOR THE YEAR ENDED 31 MARCH 2019**

**20. MOVEMENT IN FUNDS - continued**

Research on Track	On Track, our online case management and analysis system, now supports our Annual Report on Domestic Abuse and is used by nearly 70 organisations. This directly facilitates our high quality evidence gathering, campaigning and advocacy work on behalf of members and survivors.	Avon Cosmetics UK Ltd
Campaigning & Participation Project	The Campaigning & Participation Project enabled us to raise the voices of survivors to effect change in national practice, policy and legislation, in particular enabling us to consult on the domestic abuse bill.	The Roddick Foundation
Femicide Census	The Femicide Census is produced in partnership with Karen Ingala Smith. The Annual Report on cases of femicides in 2017 was published in December 2018.	
No Woman Turned Away	The No Woman Turned Away (NwTA) project provides dedicated support to women who face barriers in accessing a refuge space. A team of specialist domestic abuse practitioners receive referrals from the National Domestic Violence Helpline (NDVH), and we are continuing to conduct detailed monitoring and analysis of survivors' experiences alongside this.	MHCLG
QMUL	A research project undertaken with Queen Mary University of London on survivors' experiences of the family courts, which resulted in the publication of a report in 2018. (this project is now over)	QMUL
Domestic Violence and Abuse Bill (Legal Education Foundation):	A project to engage survivors in the development of the law, using the Domestic Abuse Bill as a 'live study' of the law-making process, equipping and empowering survivors with the confidence and opportunities to influence the legislation. The funding covers the costs of a dedicated Advocacy Officer for this project, and the costs of delivering workshops and engagement sessions with survivors.	Lloyds Bank Foundation for England and Wales
Domestic Violence and Abuse Bill (Lloyds Bank Foundation for England and Wales):	This funding provided additional capacity in the campaigns and public affairs team to enable collaborative working within the domestic abuse and VAWG sectors on the Domestic Abuse Bill, and work to ensure that the legislation delivers the best possible outcomes for survivors.	Legal Education Foundation

**WOMEN'S AID FEDERATION OF ENGLAND**

**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED  
FOR THE YEAR ENDED 31 MARCH 2019**

**20. MOVEMENT IN FUNDS - continued**

Refuge Funding Model (2018):	A project to secure a sustainable funding future for refuge sector through dedicated policy and influencing work. The budget covers staff time within the campaigns and public affairs team, and the cost of employing consultants to work in partnership with Women's Aid and our member services to develop a sustainable funding model for refuges.	Anonymous
CAMPAIGN: Two Child Tax Credit Limit policy	Women's Aid & RapeCrisis England and Wales are seeking to intervene in a legal challenge on the government's two child tax credit limit policy. We launched a crowdfunding appeal for this campaign, which generated the funds in this budget, and will cover the costs of legal fees and staff time on the campaign.	Crowd funding
Love Respect.	For the Love Respect project we held consultation with a group of young women to see what services they felt they needed. The conclusion of our learnings has led to the development of an interactive online advice hub, which also includes an instant messaging service. This exciting service for girls aged 14-18 will raise awareness of what an abusive relationship looks like, answer their questions about relationships and signpost them to specialist support if they are experiencing domestic abuse.	Avon Cosmetics UK Ltd
Apprenticeships (People's Postcode Trust)	People's Postcode Trust provided funding to help us develop and introduce apprenticeships for the domestic abuse sector. Our Development Officer works with an established trailblazer group of member services to design the apprenticeship standards, which describe the knowledge and understanding, skills, values and behaviours required.	People's Postcode Trust
Survivor Participation Panel (The Women's Foundation)	The Survivor Participation Panel was formed to ensure that survivors' voices are heard and believed. The project creates opportunities for survivors to influence policy and practice within the voluntary and statutory sectors, and inform local and national government thinking and responses.	The Women's Foundation

**WOMEN`S AID FEDERATION OF ENGLAND**

**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED  
FOR THE YEAR ENDED 31 MARCH 2019**

**20. MOVEMENT IN FUNDS - continued**

**Transfers between funds**

The transfers between funds between 1 April 2018 and 31 March 2019 were as follows:

£	Description	From fund	To fund
4,579	To cover expenditure incurred by one project for the other	Change That Lasts - Sooner The Better/Ask Me (Comic Relief)	Change That Lasts - Sooner The Better/Trusted Professional (Home Office)
12,800	Change that Lasts - Business Development The City Bridge Trust project not started, costs absorbed by general funds	General funds	The City Bridge Trust
62	To support continuation of project in 18/19	General Funds	QMUL
(1,851)	To cover costs incurred which are included within general funds.	Oak Foundation	General



**WOMEN'S AID FEDERATION OF ENGLAND**

**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED  
FOR THE YEAR ENDED 31 MARCH 2019**

**21. RELATED PARTY DISCLOSURES**

Women's Aid worked in partnership with Refuge to deliver the Freephone 24 hour National Domestic Violence Helpline service; Refuge is also a member of organisation of Women's Aid. In addition to Refuge, Women's Aid worked in partnership with the Rape and Sexual Abuse Support Centre and the Women and Girls Network to deliver Domestic and Sexual Violence Helpline Services to London.

Five Trustees hold senior positions with member services where there is a small possibility of "Conflict of Interest" and to avoid this the Board ensures the Women's Aid Conflict of Interest Policy is followed at all times.

The Board of Trustees was drawn from member organisations running services to address violence against women and children. These organisations received a small honorarium in recognition of their support for the work of the Board of Trustees. Payments were made to the following organisations:

	2019	2018
	£	£
Staying Put	550	650
My Sister Place	700	900
Leeds Women's Aid	300	950
Apna Haq	200	-
Rise	300	-
Solace Women's Aid	1,100	-
Jewish Women's Aid	200	-
	<u>3,350</u>	<u>2,450</u>

Reimbursement of expenses was made to the following organisations on behalf of Board Members:

	2019	2018
	£	£
My Sister's Place	789	1,543
Staying Put	514	695
Leeds Women's Aid	270	832
Jewish Women's Aid	149	-
Rise	55	-
Gerrard Financing Consulting Ltd	631	-
IDAS	691	-
Apna Haq	112	--
	<u>3,211</u>	<u>3,070</u>

Sales relating to conference places, publications, training courses and job adverts on the charity website were made to the following organisations:

	2019	2018
	£	£
Leeds Women's Aid	1,667	2,974
Rise	14,126	2,705
Staying Put	400	35
Solace Women's Aid	9,066	9,159
My Sister's Place	7,262	8,298
Apna Haq	200	-
Jewish Women's Aid	1,278	-
IDAS	3,700	-
	<u>37,698</u>	<u>23,171</u>