

**Woman's
Trust**

**Annual Report and Unaudited
Financial Statements**

31 March 2015

Company Registration Number
06886781 (England and Wales)

Charity Registration Number
1143513

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The Trustees present their statutory report together with the financial statements of Woman's Trust for the year ended 31 March 2015.

This report has been prepared in accordance with Part 8 of the Charities Act 2011 and constitutes a directors' report for the purposes of company legislation.

The financial statements have been prepared in accordance with the accounting policies set out on pages 30 and 31 of the attached financial statements and comply with the charity's memorandum and articles of association, applicable laws and the requirements of the Statement of Recommended Practice on "Accounting and Reporting by Charities" issued in March 2005.

Reference and administrative information

Trustees (at date of approval of the financial statements)	Sally Field (Chair) Helen Hayes (Vice Chair) Sophie Tredget (Secretary) Maya Rodriguez (Treasurer) Rachel Atkinson Sharon Citrone Mary Dolson Mariam Kemple Naomi Mallick Linda McHugh
Chief Executive Officer	Heidi Riedel
Principal office	West End House 37 Chapel Street London NW1 5DP
Company registration number	06886781 (England and Wales)
Charity registration number	1143513
Accountant	Buzzacott LLP 130 Wood Street London EC2V 6DL
Bankers	CAF Bank Limited 25 Kings Hill Avenue King's Hill West Malling Kent ME19 4TA

Patron's statement Year to 31 March 2015



Domestic violence and its effect on the mental health of so many women is a hidden problem of huge proportions. That's why Woman's Trust is so needed - to give women hope, and help them recover and take control of their lives

The staff and volunteers are dedicated to providing this essential specialist service, and to the women they help to be healthy and safe.

I am proud to be Woman's Trust Patron, and to continue to support the wonderful work they do.

Caprice Bourret, CEO By Caprice Products

Patron of Woman's Trust

I am delighted to present my first Woman's Trust Annual Report.

2014/15 has been a year of change for Woman's Trust. Our long-standing Trustee and Chair Ruth Kaufman stood down at the AGM in October. Three other Trustees stepped down, and two new Trustees joined us. I pay tribute to the amazing job Ruth has done in steering the organisation over five years, and the tremendous contribution she and the other retiring Trustees have made to the development of Woman's Trust, our staff, and our services.

Our services have also undergone some changes this last year, being adjusted to match the funding we secured. Our Big Lottery funding for counselling in East London came to an end at the end of April 2015, requiring a gradual run-down of client referrals for counselling in that area. However, although there were some 300 less referrals for counselling, attendance at initial assessments were about the same, as were the number of counselling sessions attended.

We were delighted to introduce a new support group service this year. With 75 referrals into the service, and some women choosing support groups before or after, or instead of, counselling, women attended 630 sessions.

The feedback from all of our services remains excellent, and you will see a number of testimonials within the body of this report. We use these to remind ourselves, and to show our funders, exactly how valuable our services are; and how so many women's lives are changed for the better.

In this report we have also included special feedback we gained from our clients on what we could do to improve our service, to better meet their needs. We have already used this in new funding applications on which we await the outcome.

Over the year, we have put more resources into fundraising, and improved our financial footing. We were successful both in bids for significant core funding, and funding for new projects or existing services. We remain a service that is entirely reliant on our funders, and on our army of volunteers who selflessly give their time and expertise to us.

I would like to give special thanks to all our Friends and supporters who raised money for us this year. Whether by attending our Friends event, our Fun Run (which this year raised a record amount of nearly £5,000), or our Pub Quiz; or by individual efforts – as varied as polo matches, cake bakes, marathon runs, iron man challenges, conference donors, and even asking wedding guests to donate rather than buying gifts! Every pound is important to our clients and helps us to help them.

Finally, I would like to say what an amazing experience it is to work for Woman's Trust. The dedication and commitment shown by everyone to our clients and to our cause, and the support we give and receive from each other, is a testament to how women the world over can work together.

Sally Field
Chair

Introduction to Woman's Trust

Our Vision

A world where women have the resources to prevent domestic violence damaging their futures.

Our Mission

To help any woman in London affected by domestic violence and abuse to overcome the mental and emotional harm and rebuild her life, by providing women-only, client-led counselling and support services.

What makes Woman's Trust special

Woman's Trust was one of the first organisations to recognise the need for services to address the long-term mental health damage of domestic violence: damage that needs more than a 'quick fix' of short term counselling, and that can persist or emerge many years after the immediate danger has passed. When we were founded in 1995, we were one of the first charities to offer person-centred counselling services, specifically to enable women affected by domestic violence to rebuild their lives beyond immediate crisis intervention and practical support services. There are three principles governing Woman's Trust's work, which together make it distinctive:

- ◆ we can be most effective where we enable women to make their own choices and decisions, in their own way, in overcoming the risk and damage caused by domestic violence;
- ◆ the services we provide should be accessible to all women affected by domestic violence, regardless of race, religion, class or culture; and
- ◆ we are expert in understanding the dynamics of domestic violence and its effects on women's lives.

Woman's Trust provides exceptional breadth, in being open to all women (subject to funding being available), and exceptional focus on our specific expertise of enabling women affected by domestic violence to rebuild their lives over the long term. Where specialised support would be beneficial, for example for people from a particular minority group, we work in partnership with specialist agencies rather than try to provide the additional specialism ourselves. This focus enables us to provide a high quality, committed, dedicated service that really does help women turn their lives around.

Woman's Trust is a women-only organisation. It is led by members of the community it was developed to serve: women who live or work in and around London.

Introduction to Woman's Trust (continued)

Charitable objective

Woman's Trust's charitable objective is:

To relieve women and children who are being, or have been, affected by domestic abuse, through the provision of a counselling and support service.

Children have been included in our objects since April 2013. At present our service is provided directly to women only. There is extensive literature showing how addressing the mental health of a mother can be a significant relief to the children of an abusive relationship. In addition, we are piloting a project for 16/17 year olds.

Overall aims and outcomes

Domestic abuse has or will affect one in four women in the UK. The psychological and emotional consequences of abuse, unaddressed, can last a lifetime. The primary aim of our service is to enable women to rebuild their lives. But there are also wider social consequences - women also often go on to return to employment or education or become more involved in their local communities after using our services; and they may make fewer demands on the NHS and social services. Whilst these are not the primary aim of our activities, they are important by-products and are part of the reason our service has been recognised as worth funding by so many organisations.

The services that we provide

We aim to tackle the emotional and psychological damage caused by abuse, by providing appropriate mental health services: specialist person-centred one-to-one counselling, support groups, and self-development workshops.

Of these, we regard counselling as the most crucial, because it is the hardest for our clients to obtain elsewhere and can have the most significant positive effect on individual lives.

Woman's Trust services are delivered in a variety of community, family, health and voluntary sector locations and are co-ordinated from the Woman's Trust offices.

The charity places great importance on being accessible to all women. Monitoring shows we reach all segments of the community by:

- ◆ providing choice of times;
- ◆ counsellors from different ethnic minority groups;
- ◆ counselling in other languages;
- ◆ disabled access;

The services that we provide (continued)

- ◆ publicising our service through front-line agencies and a diversity of community organisations, giving presentations in the community to raise awareness of the mental health effects of domestic abuse;
- ◆ developing partnership projects with agencies working with specific groups; and
- ◆ funding childcare and travel costs where we can.

How clients access our services

Clients are referred to us by many different organisations, and can self-refer. These organisations include Independent Domestic Violence Advocacy services (IDVA), other health services such as GP's and IAPTs, Improving Access to Psychological Therapies, Social Services and refuges.

Number of clients	WT East	WT West	WT All
Counselling referrals	318	476	794
Workshop referrals	14	56	70
Support Group referrals	34	41	75
Total clients in 2014/2015	366	573	939

Total Counselling clients in 2013/2014: 1,198

Following referral, we provide an initial assessment for suitability for up to 18 weeks of counselling. This initial assessment provides a service in itself – to signpost to a wide range of back-up services delivered by other agencies to ensure women are supported in the best possible way with their practical needs (e.g. referral to advocacy services, housing, and legal advice).

Initial Assessment	WT East	WT West	WT All
Provided	402	613	1,015
Attended	198	350	548

Total initial assessments attended in 2014/15: 548 (54%)

The initial session is followed by referral to a counsellor and/or workshop or support groups depending on the women's choice.

“When I started counselling I found it difficult to express myself initially but my counsellor was patient, empathetic and was able to help me overcome my nerves and put me at ease. In the counselling process I was able to heal and move past my traumatic experience. I am now a much stronger and confident person and am now armed with knowledge that I feel will prevent me from ever going through the same again.”

Counselling service

This is the cornerstone of Woman's Trust's service. Women referred to counselling will receive up to 18 weekly 50-minute one-to-one person-centred counselling sessions with a professional volunteer counsellor, trained to understand the specific dynamic and issues associated with domestic abuse.

The aim of counselling is to improve women's mental and emotional health – reducing depression, anxiety, post-traumatic stress, suicidal ideation, reliance on medication or other substances, and dangerously low self-esteem. Reducing these leads to improved physical health, better ability to make the right choices and take control of one's own life, better ability to function day-to-day, and improved safety. This can represent dramatic change in a woman's life, and also in the lives of any of her family members or dependents, in particular children.

Counselling Sessions	WT East	WT West	WT All
Provided	2,646	2,885	5,531
Attended	1,892	2,017	3,909
Total counselling sessions attended in 2014/15: 3,909 (71%)			

"Woman's Trust has given me the confidence to listen to my own gut feelings and admit to being in an abusive relationship. Thanks to my counsellor I have been able to work through my feelings and am aiming towards a future with my son. Without their help I would likely still be in an unhappy and abusive relationship. Now I have broken the 'circle'. Thank you."

Groups and workshops

Wherever funding and resources allow, Woman's Trust aims to offer groups and workshops as well as counselling. These complement counselling by helping to tackle isolation which is a common consequence of domestic abuse, give women social networks, providing practical life skills, and develop women's listening skills so they are able to provide good support to each other outside of Woman's Trust services. They may occur after counselling, to provide a practical follow-on, or before or instead of counselling for those women who do not feel ready or able to make the major commitment required for a course of counselling.

The one-day workshops are designed to help women with the practical and emotional fallout from Domestic violence. Topics include: "Keeping Safe", "The Effect of Domestic Violence on Children" and "Self-Esteem".

Groups and workshops (continued)

Workshop Participants	WT East	WT West	WT All
Provided	93	492	585
Attended	44	249	293

Total Workshop attendance in 2014/15: 293 (50%)

"I contacted the Woman's Trust to get advice and help while I was in a refuge. I have found it to be very useful in helping to survive the bad experience I had whilst staying in the refuge and having to be on my own. The workshops and counselling are very useful to have and have provided me with the support that I have needed. I will always be grateful for the help that they have given me."

Women share experiences in peer support groups delivered in different locations and times (morning or evening) to suit clients. The Support Groups are two hours in length and are provided once a week over a block of eight sessions.

Support Group Participants	WT East	WT West	WT All
Provided	472	781	1,253
Attended	159	471	630

Total Support Group attendance in 2014/15: 630 (50%)

"The Group sessions were very helpful as they made me feel not isolated as women with similar domestic abuse relationships talked and shared experiences. It taught me a lot in life and how to identify early signs of future perpetrators."

User involvement

We involved our users by collecting routine feedback, carrying out external stakeholder surveys, and running client focus groups.

A. In routine feedback from the end of one-to-one counselling, clients confirmed:

- ◆ Satisfaction with our model, access to the project and our women-only approach.
- ◆ Women overwhelmingly confirmed that services had impacted positively, reflected in our quantitatively measured outcomes.
- ◆ Childcare was a barrier to access.
- ◆ They were more likely to engage with us if they were referred by a trusted agency.

User involvement (continued)

B. Annual Stakeholder Survey, April 2014: 35 agencies, 45 client responses.

- ◆ Women said they were happy with provision, but identified difficulties: fear of ex-perpetrators; an inability to talk to friends/family; lack of understanding/support from agencies; lack of similar local therapeutic support.
- ◆ On Woman's Trust's services, women said long waiting times for counselling were difficult, but workshops helped them cope; and sought further insight from them.
- ◆ Agencies approved of services, but raised long waiting times and lack of local alternatives.

C. Focus groups (3 in West London, in November 2014, with 20 attendees in total).

- ◆ Women said counselling and workshops helped them achieve desired outcomes.
- ◆ Most found it hard moving on; finding trusted support; talking to friends/family/agencies without feeling judged. Women overwhelmingly said that Woman's Trust was the most empathetic agency, understanding their experiences & needs, asking us to act as a liaison between them and other agencies (correlating with findings by Solace 2014, "Finding the Cost of Freedom", Big Lottery funded report).
- ◆ Women faced difficulties during the long wait for counselling (BACP 2014, found that waiting times lead to a deterioration and impacted on the effectiveness of therapy); inability to cope at times (due to combinations of: crisis, high levels of emotional distress, or complex mental health needs); a desire for knowledge accessible early and used to reduce harm; difficulties accessing services from un-empathetic agencies (findings shared by Solace, 2014).
- ◆ Women also raised the need for their children to receive therapy.

So whilst we found that the existing person centred therapeutic approach and combination of counselling, support groups and workshops was successful, women raised some issues which we have explored and identified for future development, subject to availability of funding.

The future - our five year long term strategic objectives

Our strategic aims for the five year period from April 2013 are:

1. To maintain sustainability, quality and effectiveness of existing services;
2. To grow through exploring productive business opportunities;
3. To respond actively to client service development needs (client focus);
4. To improve the evidence base, outcomes measurement and performance measurement;
5. To raise Woman's Trust's profile amongst potential supporters, funders, users and partners; and
6. To influence public policy on mental health aspects of domestic violence and abuse and in support of these aims, to maintain and where possible improve:
 - (i) diversification of income streams, and
 - (ii) efficient management of costs and resources; and
 - (iii) further develop our communications/media/PR strategies.

For 2014/15, our specific objectives and achievements were:

Fundraising

1. Increase capacity, securing funding for an Administrative Manager (£50,000)
 - ◆ We secured significant new funding for both core costs and projects. From the new core funding we have been able to recruit further administrative assistance.
2. Maintain services: reapplication to the Big Lottery for counselling services for East London
 - ◆ We made our Big Lottery reapplication, which unfortunately was not successful. We looked to improve and develop our service offer, based on what our clients said they needed, which has now been incorporated into a fresh Big Lottery bid.
 - ◆ We were successful in securing £39,000 of funds so that we can continue counselling service provision in Hackney and Tower Hamlets.

Marketing

3. Woman's Trust branding, re-development of website and Woman's Trust materials
 - ◆ We undertook a branding exercise, and redeveloped our web-site which successfully launched in June 2015.

The future - our five year long term strategic objectives (continued)

Marketing (continued)

4. Develop a plan and messages to the Woman's Trust audience, rolling out in order of priority
 - ◆ We did not make as much progress with this as we would have liked, due to a shortage of volunteers. However, new volunteers have now been recruited so progress can be made in 2015/16.
 - ◆ We developed a fundraising strategy to better engage with supporters and donors ahead of the 2014 Fun Run. As a result, Woman's Trust raised a record amount of nearly £5,000 – a significant increase achieved through securing more sustained engagement from our fundraising supporters.

Quality assurance

5. Achieve BACP Accreditation
 - ◆ We achieved BACP Accreditation in January 2015.
6. Achieve Women's Aid Quality Mark
 - ◆ We achieved Women's Aid Quality Mark in March 2015.

Impact measurement

7. Increase number of impact returns
 - ◆ The number of returns of Exit Questionnaires increased by 6% and CORE impact measurements (see below) by 18%.

User involvement

8. Change approach to increase focus groups linked to support groups and workshops
 - ◆ We ran three successful focus groups with this new approach.

"My experience with Woman's Trust has been really positive. I started my counselling sessions at a really low point and with my counsellor's help I feel I am able to move forward with my life. I feel so much happier, aware of my feelings, more confident and looking forward to and enjoying a brighter future."

Outcomes

Woman's Trust uses different monitoring and evaluation systems to analyse the efficacy of its clinical services. The two main evaluation systems employed by Woman's Trust are Clinical Outcomes in Routine Evaluation (CORE) and Woman's Trust own entrance and exit questionnaire.

CORE is a recognised therapeutic outcome data base, widely used across NHS (primary and secondary care), student counselling, drug and alcohol services and voluntary sector counselling services. The database collates and analyses qualitative and quantitative data gathered from a four domain questionnaire, provided pre and post therapy, which assesses client's levels of functioning, problem areas, risk and well-being. CORE clinical reports provide detailed analysis of individual client's progress and identify the effectiveness of therapeutic intervention.

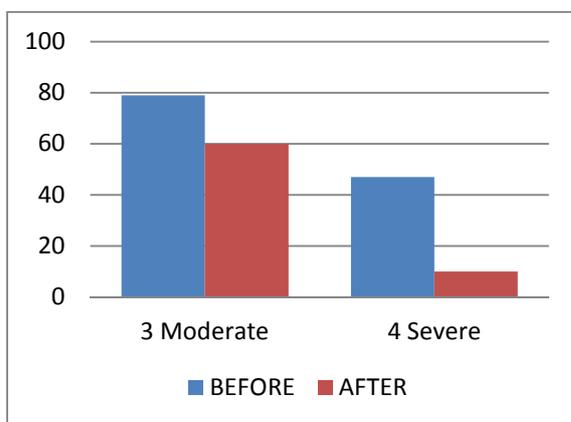
		Using Exit Questionnaire					Using Core 34		
WT Counselling Outcomes 2014/15		No Improvement	Minor Improvement	Moderate Improvement	Significant Improvement	Very Significant Improvement	Worse	Same	Improved
Healthier: Better physical and emotional health	TRAUMA (PTSD)	N/A					12%	23%	65%
	STRESS/ANXIETY	6%	10%	29%	38%	15%	12%	19%	69%
	DEPRESSION	N/A					12%	22%	65%
	SELF-ESTEEM	6%	9%	24%	37%	24%	14%	22%	64%
	ISOLATION	9%	15%	22%	40%	13%	13%	19%	68%
	SUICIDAL	N/A					12%	14%	74%
	SELF HARMING	N/A					20%	10%	70%
Autonomy and Life choices	CONTROL OVER FUTURE	8%	10%	29%	32%	20%	17%	23%	60%
	CONFIDENCE	4%	10%	29%	41%	16%	19%	22%	59%
	KNOWLEDGE OF OWN RIGHTS	10%	10%	23%	37%	21%	N/A		
	KNOWLEDGE OF OTHER SUPPORT SERVICES	8%	15%	26%	34%	17%	N/A		
Ability to function	RELATIONSHIP WITH CHILDREN	3%	6%	22%	37%	31%	N/A		
	INTERPERSONAL REALTIONSHIPS	8%	9%	25%	40%	18%	20%	25%	56%
	SELF CARE	8%	10%	23%	35%	25%	N/A		

Impacts

We make a positive difference in women's lives. Our impact analysis shows:

Women were healthier - at least two thirds of clients had:

- ◆ reduced levels of stress and depression;
- ◆ improved self-esteem;
- ◆ felt less isolated and less suicidal; and
- ◆ reduced self-harm



On referral to Woman's Trust, 80% of women have depression. Of around 200 clients tested before counselling:

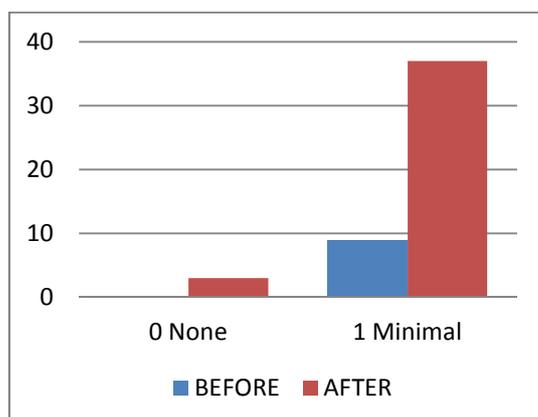
- 126 had severe or moderate depression, compared to just 70 after counselling.
- Those with no depression increased from 0 to 11.

Women had greater autonomy and were better able to make the right life choices - over 90% had improved:

- ◆ knowledge of their rights and of support services; and
- ◆ confidence and their feeling of control over their future.

Over 90% of women had a better ability to function in:

- ◆ their interactions with others and relationships with their children; and
- ◆ taking care of themselves.



Before counselling 92% of women reported problems with relationships.

- ◆ After counselling this had improved to 68%
- ◆ Those with no or minimal problems improved from 9 women to 40 women.

Our resources

Our staff

Woman's Trust maintains a small core staff, recruited for specific skills and experience, and with the potential to learn and develop themselves and the organisation. Our Chief Executive Officer, Heidi Riedel, is the only full time employee, and has been with us for over 10 years, the last four as CEO. The Therapeutic Services Manager, Maya Gagni, combines her role with Woman's Trust with academic lecturing on counselling. All other staff are part-time, making up a total full time equivalent of 7.2 staff.

All of our staff are women, dedicated to the ethos of Woman's Trust and determined to provide women victims in London with the service they so desperately need.

Our volunteers

Our office staff are supplemented with many similarly dedicated volunteers. Volunteers come to us for many reasons, including: for work experience; to learn about domestic abuse; to use their skills to help us help our clients; and to raise funds. We are reliant on a steady stream of these wonderful volunteers. Many go on to paid work in other charities, and some we are able to recruit into our own job vacancies. All give very positive feedback about their experience with Woman's Trust.

Counsellors

Woman's Trust's volunteer counsellors are a mix of fully qualified counsellors and part-qualified. The part qualified counsellors are at least in their second year of a Diploma course with at least one year's experience of working with clients (30-40 supervised client hours). They take a placement with Woman's Trust to gain the required number of client-contact hours to become fully qualified. Woman's Trust provides counsellors with specialist induction training in domestic violence issues, and with specialist clinical supervision throughout their placement.

Using part-qualified counsellors has the multiple benefits of supporting counsellors in achieving their qualifications, increasing the number of practising qualified counsellors who understand and have experience of domestic violence issues, and providing a high quality, closely supervised service to clients. Many of our counsellors go on to practise in areas that put this experience to good use, whether in the NHS or private practice. The high correlation between domestic violence and mental health damage in women, and the prevailing low levels of awareness, make this an important outcome in its own right.

Counsellors in placement and completing placement:

During the year, we worked with a total of 65 volunteer counsellors (26 in East London and 39 in West London), of whom 47 were undertaking placements to help gain their formal qualification. A total of 26 counsellors completed their placement and 22 counsellors achieved qualification during the year.

Public benefit statement

Woman's Trust's charitable objects are to relieve women and children who are or have been affected by domestic abuse, by providing counselling and support services.

Woman's Trust's services have the following benefits:

- ◆ improving the mental health of women affected by domestic violence, reducing the likelihood that they will suffer from depression, post-traumatic stress syndrome, suicidal ideation, or any of the other mental health conditions associated with domestic abuse;
- ◆ empowering women affected by domestic violence to function better and to make better choices, enabling them to live fuller lives through, for example, better relationships with other family members and people outside the home, improved ability to work, to control their own finances and to take an active part in society;
- ◆ contributing towards the safety and emotional health of children whose families are affected by domestic violence;
- ◆ enabling women in abusive relationships to build their knowledge of support services, social networks and personal strength so that they can mitigate risk, plan for a safer future, and understand what services are available to them.

These benefits relate directly or indirectly to several charitable purposes including the advancement of health (primarily mental health), the advancement of human rights and citizenship, the relief of poverty and of those in need. In extreme cases, this can extend to saving lives as women are empowered to overcome the danger and damage caused by domestic violence.

Woman's Trust's services are only for women who are or have been affected by domestic abuse, but are not otherwise restricted in principle. In practice, there are certain restrictions:

- ◆ beneficiaries must be able to reach our offices or points of service delivery;
- ◆ where our funding is restricted to particular local authority or other geographical areas, beneficiaries must come from those areas. This restriction varies from time to time as funders change;
- ◆ counselling is available only in certain languages (including English);
- ◆ the needs of people with childcare (or other caring) responsibilities cannot always be met;
- ◆ Woman's Trust does not have a track record of working with under-18s, and is only gradually building its capability with this age-group.

Woman's Trust seeks to overcome these restrictions where funding is available. All services are currently free to users and therefore there is no exclusion due to simple inability to pay.

All private benefits – to our staff, suppliers and volunteers – contribute directly to achieving Woman's Trust's aims.

For these reasons, the Trustees are confident that Woman's Trust meets the public benefit requirement for charities.

Governance, structure and management

Governance

Woman's Trust is constituted as a charity registered for charitable purposes with the Charity Commission (Charity Registration Number 1143513) and a company limited by guarantee (Company Registration Number 06886781).

Prior to 1 April 2013, Woman's Trust was constituted as an unincorporated charity (Charity Registration Number 1143513).

Organisational structure

Woman's Trust's ultimate decision-making body is its Trustees, working collectively as a Board. The Trustees are also the directors of the company.

Day-to-day management of Woman's Trust is delegated to an employed CEO, who is in turn responsible for delegating work to staff and volunteers. The organisational structure is shown on page 17.

The Board has five sub-committees, Ethics and Practice; Finance; Human Resources; Fundraising; and Marketing and Communications. Each is chaired by a Trustee or by the Chief Executive, and membership includes Trustee, staff and volunteers. The sub-committees have some delegated authority, but mainly act as advisors to either the Chief Executive, for matters within her authority, or to the Board.

Trustees

The following Trustees were in office at 31 March 2015 and served throughout the year, except where shown.

Trustees	Appointed/resigned
Ruth Kaufman (Chair)	Resigned October 2014
Sally Field (Chair)	Appointed Chair October 2014
Helen Hayes (Vice Chair)	
Sharon Citrone (Secretary)	Resigned as Secretary October 2014
Sophie Tredget (Secretary)	Appointed October 2014
Maya Rodriguez (Treasurer)	
Rachel Atkinson	
Mary Dolson	
Maya Gudka	Resigned October 2014
Angella Hodgson	Resigned October 2014
Mariam Kemple	
Naomi Mallick	Appointed September 2014
Linda McHugh	
Mary Raphaely	Resigned October 2014

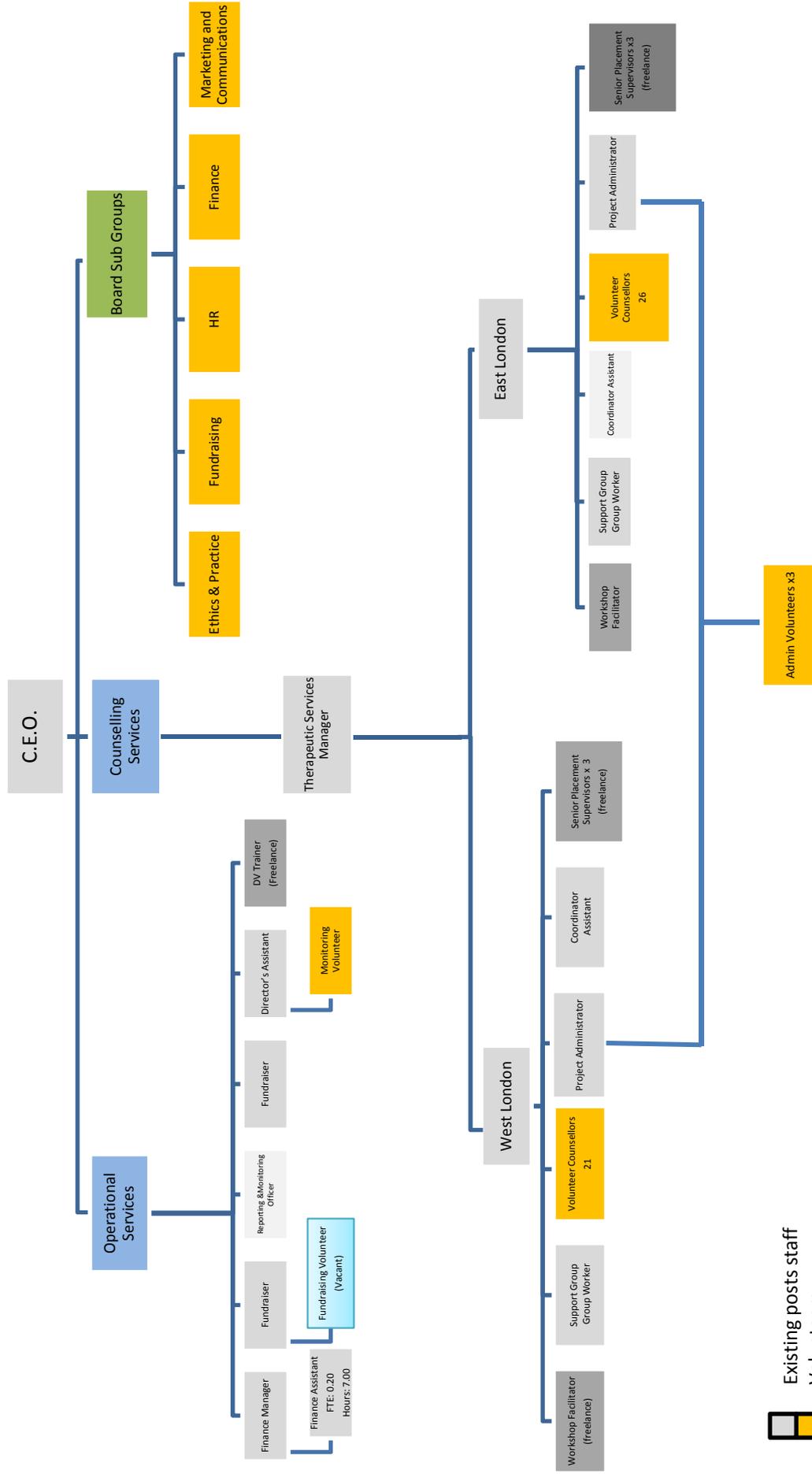
As in 2014, no Trustees received any remuneration for services as a trustee during the year nor were any Trustees reimbursed expenses during the year.

Governance, structure and management (continued)

Organisational structure (continued)

BOARD

Organisational Structure



Existing posts staff
 Volunteers
 Consultants

Governance, structure and management (continued)

Trustees (continued)

Brief biographical details on the Trustees are given below.

Sally Field - Chair

Sally Field has over 30 years' experience in the Civil Service, retiring in 2010. In Department of Works and Pensions and the Ministry of Defence, Sally specialised in public sector finance and improving performance management. At the Ministry of Justice, Sally was responsible for the modernisation of the Magistrates' Courts for four years, before spending seven years as Head of Family Law and Justice. She advised successive governments on all aspects of family law including domestic violence and setting up Specialist Domestic Violence Courts. Sally is committed to helping women victims, understanding the effect domestic violence has on the whole family and especially the risk to children and their future life chances.

From 2009 until 2013, Sally was the Senior Independent non-executive director of the North Middlesex University Hospital Trust, chairing board sub committees on Audit & Assurance, Remuneration, and Charitable Funds. Sally is currently a Director of a property management company, and a Director and Company Secretary of a management consultancy business.

Helen Hayes – Vice Chair

Helen Hayes is a BACP Senior Accredited Counsellor and UKCP Registered Psychotherapist, with extensive experience of working with women who have experienced sexual and/or domestic abuse and violence. Helen worked as a volunteer counsellor for six years with a women's rape and sexual abuse counselling service, and has also been a domestic violence caseworker for Victim Support, where she was responsible for volunteer recruitment, training and supervision. She has been a counsellor in GP surgeries and at a university student counselling service. She currently combines her private practice with working as a counsellor for a charity supporting women affected by the criminal justice system, and lecturing and supervising at a psychotherapy training institute.

Sophie Tredget - Secretary

Sophie Tredget is Head of Legal in the Major Transactions Team of British Telecommunications plc. Sophie is a qualified solicitor with over nine years commercial experience working in both private practice and within large companies. She has extensive experience with the procurement and management of major contracts in both the public and private sector (including the NHS) as well as providing support and advice on policy, legal, regulatory, commercial and compliance issues. In Sophie's current role she manages a high profile team within BT and is responsible for providing regular strategy and governance updates to Senior Executives. Sophie holds a Bachelor of Laws and a Bachelor of English from the University of Otago in New Zealand. She qualified as a barrister and solicitor of the High Court of New Zealand in 2006 and has been living in London since 2009.

Governance, structure and management (continued)

Trustees (continued)

Sharon Citrone

After completing a PhD in Biology, Sharon Citrone joined a Graduate management training scheme with Forte PLC. She has held several senior management and human resources roles in the private and public sector. She is currently Head of HR and Governance at the Medical Research Council Clinical Sciences Centre, and is studying part-time for a MBA. She has extensive knowledge and experience of HR practice and policy. She believes that being a Trustee is rewarding on many levels; it allows her to contribute personally to a worthwhile cause by practising her HR and management skills in a different way from the expectations within her day-to-day working environment, and offers the opportunity to learn from other Trustees.

Linda McHugh

Linda McHugh spent over 25 years in the private sector and was, during this time, Chief Executive or equivalent of six organisations, all of them in service businesses.

She then moved into the public and voluntary sectors, initially working as a Management Consultant, and spent seven years as a Member of the Parole Board for England and Wales where she served on its Management Board and was Chair of its Audit and Risk Committee. Other roles have included 12 years on the Board of Community Housing Association and long-term membership of the Board of Nacro.

She is currently a Parole Commissioner for Northern Ireland, a member of the audit committee of The Law Society, and a Board Member or Trustee of a number of bodies including Providence Row, the homelessness charity.

Mariam Kemple

Mariam is Head of Humanitarian Campaigning at Oxfam International. She has extensive international and national campaigning experience both professionally and as a member of local campaigning groups (particularly the London feminist movement). She previously worked for Crisis Action, an organisation that supports international coalitions calling for the protection of civilians in armed conflict, where she led a global campaign on the crises in Sudan and South Sudan.

Mariam has also worked at Mind, the UK's leading mental health charity, developing mental health services policy and running national campaigns on numerous issues, including access to psychological therapies. Before this, she worked at Help the Aged (now Age UK) and was involved in the award-winning Just Equal Treatment campaign that led to the outlawing of age discrimination in the UK. In addition, she has worked in a consultancy role at the Fawcett Society, leading a project to improve the organisation's evaluation of its campaigning and communications activity.

She holds an MA in Human Rights Law from the School of Oriental and African Studies and a BA in English Literature from Cambridge University and has published a number of articles in a range of publications, including the Journal of Human Rights Practice.

Governance, structure and management (continued)

Trustees (continued)

Mary Dolson

Mary is a leading IFRS technical partner in PwC, based in London since 1998. Her topical areas of focus are business combinations, consolidation, joint ventures, non-monetary assets and impairments. Industry sectors of focus are pharmaceuticals, biotech, venture capital, oil & gas, mining and power. Mary is active in PwC's networks around diversity, empowerment, coaching and wellbeing.

Mary is a non-executive member of the UK financial regulator, the FRC's, Financial Reporting Review Panel. She was admitted to partnership in PwC in 1996, works closely with the IASB and PwC network of firms on application of IFRS. She is the author of numerous publications and articles, frequent speaker at conferences and similar events.

Maya Rodriguez – Treasurer

Maya Rodriguez, managing partner of AZR Capital Ltd, has over ten years' experience of working in the asset management industry. Prior to founding AZR Capital, Maya led 36 South's global sales, marketing, branding and PR strategies. She is also a member of the Senior Management Group. Maya was instrumental in creating a leadership brand for 36 South in the volatility and tail risk hedging space.

Maya joined 36 South in August 2009 from Barclays Global investors ("BGI") where she was an investment strategist with the Client Solutions Group. Before that she was a member of the Financial Institutions Group at BGI, where she took a lead role in marketing and selling BGI's investment capabilities to wealth managers in the UK, Europe & the Middle East.

Maya holds an MSc in Banking and International Finance from CASS Business School, and B.A in Economics from the American University of Beirut. She has passed Chartered Financial Analyst (CFA) Level 1 Exam and is an affiliate member of the CFA Institute.

Naomi Mallick

Naomi is a Director at the Government Legal Department and Head of Legal Services for the Department for Work and Pensions. After gaining a First Class degree in Modern Languages from the University of Oxford she trained as a lawyer and worked in a 'Magic Circle' firm in the City before moving into Government. She currently leads a team of 80 people and is responsible for advice to DWP's Ministers and officials on all aspects of the Department's business. Her practice includes public law, EU law, human rights, information law and commercial and employment matters.

Naomi has extensive experience of policy development, legislation and commercial contracts, she has sat on many governance boards for major projects and she has significant experience of risk management. Naomi was previously Director of Legal Services for the Department of the Environment, Food and Rural Affairs and has also held senior roles at the Department of Health. She has worked closely with many stakeholders including health sector and third sector bodies and commercial and professional organisations.

Governance, structure and management (continued)

Trustees (continued)

Rachel Atkinson

Rachel Atkinson has 20 years' experience in communications, built across the private, public and non-profit sectors in the UK, Africa and Asia. Currently working on strategy and change management for RICS, a professional body, Rachel continues to focus on communications strategy as a tool to effect positive change. In previous positions at organisations such as Save the Children and VSO, she has developed global marketing strategies for child protection, humanitarian and gender based violence policies and campaigns.

Trustee induction and training

On appointment each Trustee is given a welcome pack which includes information about all Woman's Trust services, the annual financial statements, job descriptions, roles and responsibilities of Trustees, the constitution and the strategic plan.

Trustees are given an induction to the work of the service at the charity's office, spending time with members of staff who introduce the work to them.

The charity provides opportunities for Trustees to attend internal specialised domestic violence training and external training, including governance, planning, finance, roles etc.

Statement of Trustees' responsibilities

The Trustees (who are also directors of Woman's Trust for the purposes of company law) are responsible for preparing the Trustees' report and 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 these financial statements, the Trustees are required to:

- ◆ select suitable accounting policies and then apply them consistently;
- ◆ observe the methods and principles in the Statement of Recommended Practice (Accounting and Reporting by Charities) (the Charities' SORP);
- ◆ make judgements and estimates that are reasonable and prudent;
- ◆ state whether applicable United Kingdom Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and

Governance, structure and management (continued)

Statement of Trustees' responsibilities (continued)

- ◆ prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

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

Each of the Trustees confirms that:

- ◆ so far as the Trustee is aware, there is no relevant audit information of which the charitable company's auditor is unaware; and
- ◆ the Trustee has taken all the steps that she ought to have taken as a Trustee in order to make herself aware of any relevant audit information and to establish that the charitable company's auditor is aware of that information.

This confirmation is given and should be interpreted in accordance with the provisions of s418 of the Companies Act 2006.

The 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.

Risk management

The Trustees have assessed the major risks to which the charity is exposed in line with the risk management policy. The policy involves an annual risk analysis which forms part of the charity's strategic planning process and the individual risk assessments of proposed new projects or developments. Annual monitoring is supplemented by update reports throughout the financial year. Where major risks are identified, the Trustees will take the appropriate action to ensure that these are mitigated. Four of the major risks are identified below.

1. Financial risk

Over recent years Woman's Trust has increased the resources spent on fundraising, and increased the range of sources of funding, to the point where we can feel fairly confident of being able to maintain much of our service in the short-to-medium term. However, to maintain activity each year, we are dependent on raising substantial funding year-on-year. If a major funding source is not renewed, Woman's Trust has contingency plans to make the necessary service changes should this risk materialise.

Governance, structure and management (continued)

Risk management (continued)

1. Financial risk (continued)

In 2014/15 we:

- ◆ implemented contingency plans to run down our East London service when the Big Lottery grant was not immediately renewed.

- ◆ implemented staffing changes to match the East London service plans, and drew up staffing plans against the possibility that we did not secure sufficient funding for our core capability.

Tackling these challenges remains a priority for 2015/16. Funding shortfalls represent risks to the scale and scope of our work, but not to the organisation as a whole.

2. Resource risk

Woman's Trust retains a very small paid workforce. Trustees recognise that a significant risk is the loss of one or two key staff, who it would be difficult to replace, and replace quickly. We have introduced some longer notice periods, and have ensured that staff development opportunities have been taken. We have documented systems, Job Handbooks, meetings and plans to ensure staff and volunteers can access the knowledge they would need to undertake new tasks.

3. Operational risk

The nature of our service, undertaking sensitive work with vulnerable clients, means that we have to manage operational risk carefully. We aim to put all practical mitigants in place, including rigorous screening of new clients, a supportive working environment for staff and free supervision for staff and volunteers. Our Ethics and Practice Committee meets regularly in order to track any issues with the service, learn lessons and convert those into improved processes, and identify and try to mitigate new risks. In addition, we are constantly improving our management reporting, so that we can better track issues such as waiting time and completion of courses.

4. Office accommodation

In 2014/15 we anticipated that our premises would be sold and notice to quit given. We drew up a project plan for an office move, and contacted local agents and other organisations to identify suitable properties. Maintaining contacts throughout the year, when 3 months notice was served at the end of March 2015, we were able to find the right premises quickly. We maintained a contingency plan for temporary premises should contract negotiations fall through. Woman's Trust successfully moved on 12 June 2015.

Financial review

Incoming resources

Woman's Trust received around £636,000 in total income (over £100,000 more than 2013/14). Restricted income amounted to approximately £241,000 or 38% of Woman's Trust's total incoming resources. Unrestricted income amounted to just over £395,000, nearly half of which (£168,000) arose from donations in kind (counselling services and rooms).

We were also grateful to receive donations from the local community of items such as raffle prizes and printing, in support of our fundraising events.

Resources expended

Resources expended in the year were approximately £565,000 of which around £397,000 was monetary spend, the remainder being in-kind donated counselling services and rooms. Costs of generating fund amounted to £37,000 which represents Woman's Trust fundraising activities. The costs of governance was £8,000.

Financial position at the end of the year

The reserves position at the year-end is nearly £269,000. Restricted funds carried forward were around £70,000 reflecting the fact that project funding is not aligned with financial years. The unrestricted funds stood at approximately £199,000 at the year end but this includes designated funds of £85,000 set aside to cover project and core costs during 2014/2015. This leaves free reserves of around £114,000, or just under one quarter of our annual running cost, roughly in line with the reserves policy below.

Reserves policy

The Trustees review the reserves policy annually and the calculation of the required level of reserves is an integral part of the organisation's planning and budgeting. It takes account of the risks associated with each stream of income and expenditure being different from that budgeted, the organisation's commitments and the planned activity level.

The reserves policy requires free reserves (i.e. unrestricted and non-designated reserves) to be maintained at a level which ensures that the organisation's core activity could continue during a period of unforeseen difficulty such as:

- ◆ a funding gap, possibly whilst waiting for the result of an application;
- ◆ funding short term deficits in a cash budget, when paid in arrears;

Financial review (continued)

Reserves policy (continued)

- ◆ covering unforeseen day to day operational costs, such as paying temporary staff in the absence of permanent staff;
- ◆ covering unforeseen emergency costs.

The Trustees believe that a financial reserve equivalent to three months running costs is sufficient to meet the above obligations.

The Trustees primarily look at free reserves to calculate the level of reserves required, but if there are restricted reserves carried forward within on-going projects these may be included within the calculation. At planned levels of expenditure, the target level of free reserves for 2015/16 is between £120,000 and £140,000 (depending on our success in maintaining/growing project funding).

Going concern

The Trustees believe that the charity's financial statements should be prepared on a going concern basis for the following reasons:

- ◆ Unrestricted reserves are at the level required by our reserves policy;
- ◆ Budget and cash flow forecasts prepared show that Woman's Trust has sufficient funds to meet its obligations for the next nine months and we have a fundraising plan, and fundraising resource, in place to raise funding beyond that time; and
- ◆ Management information systems enable timely decision making.

Future plans

Our medium-term goals remain:

- ◆ To keep the organisation on a robust and sustainable footing, by stepping up our fundraising effectiveness and building our reserves to a level in line with our reserves policy;
- ◆ To play a significant part in the provision and improvement of person-centred services to women affected by domestic violence, across London;
- ◆ To raise the awareness of funders and providers of the prevalence of domestic violence, its impact on women's mental health, and the benefit of the person-centred approach in addressing that impact; and

Future plans (continued)

- ◆ Recognising that domestic violence is part of a larger picture which includes sexual violence and child welfare and building on our expertise to support integrated approaches to these overlapping issues.

Our strategic objectives for the coming three to five years, described on page 9 are intended at least to maintain the current position on all these goals, and where possible to expand them. In the current financial and political climate, progress may be slower than we would like; and the risks identified earlier in this report show that there may even be some steps backwards.

Nevertheless, our achievements of the last two to three years show that with the hard work and commitment of our staff, volunteers, and funders, and with careful planning and responsiveness to opportunities, progress is possible, and worthwhile.

The above report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

Signed on behalf of the Trustees:

Sally Field
Chair

Approved by the Trustees on: 16 September 2015

Independent examiner's report 31 March 2015

Independent examiner's report to the Trustees of Woman's Trust

I report on the accounts of the Woman's Trust for the year ended 31 March 2015, which are set out on pages 27 to 37.

Respective responsibilities of Trustees and examiner

The charity's Trustees are responsible for the preparation of the accounts. The charity's Trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

It is my responsibility to:

- ◆ examine the accounts under section 145 of the Charities Act 2011;
- ◆ to follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act; and
- ◆ to state whether particular matters have come to my attention.

Basis of independent examiner's report

My examination was carried out in accordance with the general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the statement below.

Independent examiner's statement

In connection with my examination, no matter has come to my attention:

(1) which gives me reasonable cause to believe that in any material respect the requirements:

- ◆ to keep accounting records in accordance with section 130 of the 2011 Act; and
- ◆ to prepare accounts which accord with the accounting records and comply with the accounting requirements of the 2011 Act have not been met; or

(2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Katharine Patel, Senior Statutory Auditor
for and on behalf of Buzzacott LLP, Statutory Auditor
130 Wood Street
London
EC2V 6DL

5 October 2015

Statement of financial activities Year to 31 March 2015

	Notes	Unrestricted funds £	Restricted funds £	Total 2015 £	Total 2014 £
Incoming resources					
Income and expenditure					
Incoming resources from generated funds					
. Voluntary income (including donated services)	1	225,290	—	225,290	225,318
. Interest receivable		283	—	283	261
Incoming resources from charitable activities					
. Grants and project funding receivable	2	166,859	240,730	407,589	306,698
Other income	3	2,750	—	2,750	2,700
Total incoming resources		395,182	240,730	635,912	534,977
Resources expended					
Cost of generating funds					
. Fundraising costs	4	36,913	—	36,913	38,907
Charitable activities					
. Provision of counselling and support services	5	321,124	198,936	520,060	496,467
Governance costs	6	8,367	—	8,367	10,694
Total resources expended		366,404	198,936	565,340	546,068
Net incoming (outgoing) resources for the year before transfers	7	28,778	41,794	70,572	(11,091)
Transfers between funds	13	16,535	(16,535)	—	—
Net movement in funds		45,313	25,259	70,572	(11,091)
Fund balances brought forward at 1 April 2014		153,708	44,695	198,403	209,494
Fund balances carried forward at 31 March 2015		199,021	69,954	268,975	198,403

All of the charity's activities derived from continuing operations during the above two financial periods.

The charity has no recognised gains and losses other than those shown above and therefore no separate statement of total recognised gains and losses has been presented.

Balance sheet 31 March 2015

	Notes	2015 £	2015 £	2014 £	2014 £
Fixed assets					
Tangible assets	10		11,319		5,762
Current assets					
Debtors	11	183		8,994	
Cash at bank and in hand		303,310		225,601	
		<u>303,493</u>		<u>234,595</u>	
Creditors: amounts falling due within one year	12	<u>(45,837)</u>		<u>(41,954)</u>	
Net current assets			<u>257,656</u>		<u>192,641</u>
Total net assets			<u>268,975</u>		<u>198,403</u>
Represented by:					
Funds and reserves					
<i>Income funds</i>					
Restricted funds	13		69,954		44,695
Unrestricted funds					
. Designated funds	14		85,000		65,833
. General funds			114,021		87,875
			<u>268,975</u>		<u>198,403</u>

For the year ended 31 March 2015 the company was entitled to exemption from audit under section 477 of the Companies Act ("the Act") relating to small companies.

The members have not required the company to obtain an audit of its financial statements for the financial year in question in accordance with section 476 of the Act.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

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

Approved by the Trustees
and signed on their behalf by:
Sally Field

Approved by the Trustees on: 16 September 2015
Company Registration Number 06886781 (England and Wales)

Basis of accounting

The financial statements have been prepared under the historical cost convention and in accordance with the requirements of the Companies Act 2006. Applicable United Kingdom accounting standards (United Kingdom Generally Accepted Accounting Practice) and the Statement of Recommended Practice "Accounting and Reporting by Charities" (SORP 2005) have been followed in these financial statements.

Income

Incoming resources are recognised in the period in which the charity is entitled to receipt and the amount can be measured with reasonable certainty.

Grants from government and other agencies have been included as income from charitable activities where these amount to a contract for services, but as donations where the money is given in response to an appeal or with greater freedom of use, for example monies for core funding.

Donated services comprise time donated to the charity by various counsellors, and the value of these services is estimated based on the number of sessions attended.

Donated rooms comprise rooms donated to the charity by various providers, and the value is estimated based on the number of hours the rooms are reserved to provide counselling services.

Expenditure

Expenditure is included in the statement of financial activities when incurred and includes any attributable VAT which cannot be recovered.

Resources expended comprise the following:

- a. Charitable expenditure comprises expenditure on the charity's primary charitable purposes i.e. providing counselling and other services for women who have been subject to domestic violence.
- b. Governance costs comprise the expenditure associated with governance of the charity. Included within this category are costs associated with the strategic as opposed to the day to day management of the charity's assets. This includes accountants remuneration and an apportionment of staff time.

Cash flow

The financial statements do not include a cash flow statement because the charity, as a small reporting entity, is exempt from the requirement to prepare such a statement under Financial Reporting Standard 1 'Cash flow statements'.

Principal accounting policies 31 March 2015

Tangible fixed assets

All assets costing more than £500 and with an expected useful life exceeding one year are capitalised and written off over four years.

Fund accounting

The unrestricted general funds comprise those monies which may be used towards meeting the charitable objectives of the charity and which may be applied at the discretion of the Trustees. Within unrestricted funds, certain funds have been designated by the Trustees for specific purposes. Details of these are given in note 14 to the financial statements.

Restricted funds comprise monies raised for, or their use restricted to, a specific purpose, or contributions subject to donor imposed conditions.

Operating leases

Rentals applicable to operating leases where substantially all of the benefits and risks of ownership remain with the lessor are charged to the statement of financial activities as incurred.

Pension costs

Contributions to employees' personal pension plans and to stakeholder schemes are recognised in the statement of financial activities when payable.

Notes to the financial statements 31 March 2015

1 Voluntary income

	Unrestricted funds £	Restricted funds £	Total 2015 £	Total 2014 £
Donations	57,356	—	57,356	46,273
Donated services				
. Counselling rooms	51,010	—	51,010	62,105
. Counselling services	116,850	—	116,850	116,940
. Donated goods				
.. Christmas cards	74	—	74	—
	<u>225,290</u>	<u>—</u>	<u>225,290</u>	<u>225,318</u>

Donated services comprise:

- ◆ time donated to the charity by various counsellors, the value estimated based on the number of sessions attended at £30 per session.
- ◆ rooms donated to the charity by various providers, the value estimated based on the number of hours for which the rooms are reserved to provide counselling services.

2 Grants and project funding receivable

	Unrestricted funds £	Restricted funds £	Total 2015 £	Total 2014 £
RBKC – Children and Families	26,869	—	26,869	25,481
Peter Stebbings Memorial Charity	20,000	—	20,000	—
RBKC Community Safety Action Grant	—	4,660	4,660	—
City Bridge Trust	6,250	—	6,250	—
The Tudor Trust	30,000	—	30,000	30,000
The Albert Hunt Trust	—	2,000	2,000	—
NHS West London CCG	26,103	—	26,103	25,103
Big Lottery Fund – Counselling	—	98,439	98,439	98,319
Big Lottery Fund – Support Groups	—	91,104	91,104	9,234
London Borough of Barking and Dagenham	6,137	—	6,137	24,550
The Henry Smith Charity	30,000	—	30,000	30,000
Garfield Weston Foundation	20,000	—	20,000	10,000
Lloyds Bank Foundation, England and Wales	—	—	—	15,000
Matrix Causes Fund	—	4,260	4,260	4,260
Everest Trust	—	—	—	6,250
Hammersmith United Charities	—	7,000	7,000	—
Dr Edwards and Bishop King's Fulham Charity	—	—	—	5,547
Westminster Amalgamated Charity	—	—	—	8,000
Hammersmith Fast Track Small Grant	—	5,000	5,000	—
The Daisy Trust	—	1,000	1,000	—
Notting Hill Methodist Church	—	1,000	1,000	2,000
Santander Foundation Community Plus	—	5,000	5,000	—
The Clothworkers' Foundation	—	5,600	5,600	—
Anton Jurgens Charitable Trust	1,500	—	1,500	—
Wakefield and Tetley Trust	—	4,667	4,667	4,960
London Catalyst Samaritan Grant	—	1,000	1,000	—
Mercers' Charitable Foundation	—	10,000	10,000	—
The Kensington and Chelsea Foundation	—	—	—	2,000
Other	—	—	—	5,994
	<u>166,859</u>	<u>240,730</u>	<u>407,589</u>	<u>306,698</u>

3 Other income

	Unrestricted funds £	Restricted funds £	Total 2015 £	Total 2014 £
Non-refundable counsellors' deposits	2,550	—	2,550	1,550
Self-development workshop	—	—	—	1,150
Other miscellaneous income	200	—	200	—
	<u>2,750</u>	<u>—</u>	<u>2,750</u>	<u>2,700</u>

4 Fundraising costs

	Unrestricted funds £	Restricted funds £	Total 2015 £	Total 2014 £
Staff costs (note 8)	35,627	—	35,627	37,899
Other costs	1,286	—	1,286	1,008
	<u>36,913</u>	<u>—</u>	<u>36,913</u>	<u>38,907</u>

5 Provision of counselling and support services

	Unrestricted funds £	Restricted funds £	Total 2015 £	Total 2014 £
Direct costs				
. Staff costs (note 8)	47,676	87,819	135,495	119,133
. Childcare and client hardship	293	3,456	3,749	3,549
. Counselling supervision and training	5,814	31,223	37,037	38,387
. Room and equipment hire	3,050	13,844	16,894	9,474
. Volunteer training and expenses	2,400	6,148	8,548	7,913
. Donated counselling services (note 1)	116,850	—	116,850	116,940
. Donated counselling rooms (note 1)	51,010	—	51,010	62,105
. Donated goods (note 1)	74	—	74	—
. Initial sessions costs	325	4,700	5,025	5,840
. Project administration costs	—	—	—	2,319
. Other direct costs	2,691	9,994	12,685	10,938
	<u>230,183</u>	<u>157,184</u>	<u>387,367</u>	<u>376,598</u>
Premises costs				
. Rent and rates	11,590	12,210	23,800	23,800
Administrative costs				
. Staff costs (note 8)	65,938	15,414	81,352	72,756
. Office overheads	13,413	14,128	27,541	23,313
	<u>79,351</u>	<u>29,542</u>	<u>108,893</u>	<u>96,069</u>
	<u>321,124</u>	<u>198,936</u>	<u>520,060</u>	<u>496,467</u>

Notes to the financial statements 31 March 2015

6 Governance costs

	Unrestricted funds £	Restricted funds £	Total 2015 £	Total 2014 £
Audit (2014 only) and accountancy	4,329	—	4,329	7,680
Staff costs (note 8)	4,038	—	4,038	3,014
	8,367	—	8,367	10,694

7 Net movement in funds

This is stated after charging:

	Total 2015 £	Total 2014 £
Staff costs (note 8)	249,119	220,489
Auditor's remuneration (including VAT)		
. Statutory audit services	—	5,880
. Other services	3,928	1,800
Depreciation	5,083	3,221
Operating lease rentals	23,800	23,800

8 Staff costs and Trustees' remuneration

	2015 £	2014 £
Staff costs during the year were as follows:		
Wages and salaries	226,823	197,913
Social security costs	16,091	16,714
Employer's pension contributions	6,205	5,862
	249,119	220,489
Agency staff	—	3,480
Other staff related costs (training, supervision and travel)	5,050	5,263
Staff recruitment	2,343	3,570
	256,512	232,802

	2015 £	2014 £
Staff costs per function were as follows:		
Fundraising	35,627	37,899
Provision of counselling and support services	135,495	119,133
Administration	81,352	72,756
Governance	4,038	3,014
	256,512	232,802

No employee earned £60,000 per annum or more (including benefits) during the year (2014 – none).

The average number of employees during the year was 13 (2014 – 10).

No Trustee received any remuneration in respect of their services as a trustee during the year (2014 – none). No expenses were reimbursed to Trustees during the year (2014 – none).

Notes to the financial statements 31 March 2015

9 Taxation

Woman's Trust is a registered charity and therefore is not liable to income tax or corporation tax on income derived from its charitable activities, as it falls within the various exemptions available to registered charities.

10 Tangible fixed assets

	Furniture & equipment £
Cost	
At 1 April 2014	50,120
Additions	10,640
At 31 March 2015	<u>60,760</u>
Depreciation	
At 1 April 2014	44,358
Charge for the year	5,083
At 31 March 2015	<u>49,441</u>
Net book value	
At 31 March 2015	<u>11,319</u>
At 31 March 2014	<u>5,762</u>

11 Debtors

	2015 £	2014 £
Grants and project funding receivable	<u>183</u>	<u>8,994</u>

12 Creditors: amounts falling due within one year

	2015 £	2014 £
Expenses creditors and accruals	8,331	12,698
Deferred income	24,653	15,092
Other creditors	12,853	14,164
	<u>45,837</u>	<u>41,954</u>

Deferred income represents funds received in advance from the Big Lottery Fund, City Bridge Trust and Wakefield & Tetley Trust to be spent on Woman's Trust 2015/16 activities.

13 Restricted funds

	At 1 April 2014 £	Incoming resources £	Resources expended £	Transfers £	At 31 March 2015 £
Big Lottery Fund – East London Counselling	10,442	98,439	(99,538)	—	9,343
Big Lottery – Support group	8,641	91,104	(56,637)	—	43,108
Dr Edwards and Bishop Kings Fulham Charity	5,547	—	(5,547)	—	—
Eleanor Rathbone	500	—	(500)	—	—
Hammersmith United Charities	—	7,000	(5,927)	—	1,073
Hammersmith Fast Track Small Grant	—	5,000	(2,500)	—	2,500
Lloyds Bank Foundation, England and Wales	2,465	—	(2,465)	—	—
London Catalyst Samaritan Grant	—	1,000	—	(1,000)	—
Matrix Causes Fund	2,165	4,260	(6,425)	—	—
Mercers Company Trust	—	10,000	(1,874)	—	8,126
NHS West London CCG	2,435	—	—	(2,435)	—
Notting Hill Methodist Church	—	1,000	(1,000)	—	—
RBKC – Community Safety Action Grant	—	4,660	(4,660)	—	—
Santander Foundation Community Plus	—	5,000	—	(5,000)	—
The Albert Hunt Trust	—	2,000	—	—	2,000
The Clothworkers’ Foundation	—	5,600	—	(5,600)	—
The Daisy Trust	—	1,000	—	—	1,000
The Kensington and Chelsea Foundation	2,000	—	(2,000)	—	—
Wakefield and Tetley Trust	—	4,667	(2,980)	—	1,687
Westminster Amalgamated Charity	8,000	—	(6,883)	—	1,117
Other	2,500	—	—	(2,500)	—
	44,695	240,730	(198,936)	(16,535)	69,954

The restricted resources comprise donations from individuals or organisations to be applied towards specific activities of the Trust.

Transfers from restricted funds have been made where it has been identified that the funds were in actual fact unrestricted or where capital items have been purchased with the funds.

Notes to the financial statements 31 March 2015

14 Designated funds

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

	At 1 April 2014 £	New designation £	Released/ utilised £	At 31 March 2015 £
Provision of counselling service projects	13,333	10,000	(13,333)	10,000
Projects – operational costs	52,500	75,000	(52,500)	75,000
	65,833	85,000	(65,833)	85,000

The above funds represent unrestricted monies received in the year set aside for the 2015/16 financial year in respect of counselling projects and the related operational costs.

15 Analysis of net assets between funds

	General funds £	Restricted funds £	Total 2015 £
Fixed assets	10,374	945	11,319
Current assets	209,831	93,662	303,493
Creditors: amounts falling due within one year	(21,184)	(24,653)	(45,837)
	199,021	69,954	268,975

16 Lease commitments

At 31 March 2015 Woman's Trust had annual commitments under operating leases on land and buildings as follows:

	2015 £	2014 £
Less than one year	—	5,950