

WOMAN'S TRUST
(A Company Limited by Guarantee)

Charity No: 1143513
Company No: 06886781

REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED

31st MARCH 2017



Annual Report and Unaudited Financial Statements

31st March 2017

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 2017.

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 42 to 43 of the attached financial statements and comply with the charity's memorandum and articles of association, applicable laws and Accounting and Reporting by Charities: Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), effective from accounting periods commencing 1 January 2015 or later.

Reference and administrative information

Directors (Corporate Trustees) (at date of approval of the financial statements)	Sally Field (Chair) Helen Hayes (Vice Chair) Maya Rodriguez (Treasurer) Sharon Citrone Mariam Kemple Hardy Naomi Mallick Linda McHugh Debbie Hartley Nicola Peers
Chief Executive Officer Principal office	Heidi Riedel West End House 37 Chapel Street London NW1 5DP
Company registration number	06886781 (England and Wales)
Charity registration number	1143513
Accountant	Kingston Smith LLP Devonshire House 60 Goswell Road London EC1M 7AD
Bankers	CAF Bank Limited 25 Kings Hill Avenue King's Hill West Malling Kent ME19 4TA

Patrons' and Ambassadors' statements Year to 31 March 2017

PATRONS



Caprice Bourret, CEO By Caprice Products

Sadly domestic violence continues to be a huge issue in our society predominantly affecting women often with long term effects on their mental and emotional wellbeing. This is why I continue to support Woman's Trust as their work is so vital for the recovery of women, enabling them to move forward and live healthier and happier lives.

The services are provided by a team of incredible staff and volunteers who are committed to help women recover from their often very traumatic experiences. I am proud to be Woman's Trust's Patron and would like to thank them all for their dedication and support.



Tazeen Ahmad, TV reporter and presenter

Recovering after an abusive relationship takes support, energy and resilience that a survivor will have low reserves of. Woman's Trust provides life-changing validation and counselling that can get a woman psychologically back on her feet, in order to rebuild a better life for herself and her children. This kind of help is not only priceless but also has long-lasting effects.

AMBASSADORS



Marianna Zappi, singer songwriter

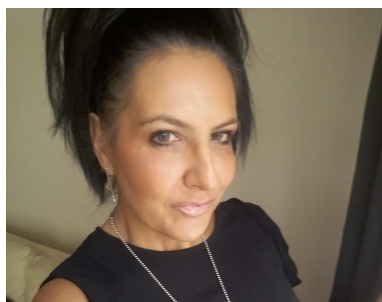
I am a former client and the charity has played a massive part in my recovery. I still remember the day when, after having left the abusive relationship I was in, I decided to seek help from Woman's Trust. I was terrified. I knew that once I had entered the door there would be no going back and the road ahead would be full of obstacles and truth to uncover and overcome.

Five years later and I'm here writing to you. I'm thankful. I have regained control of my life and I have gone back to do the things I love, especially my music career.

The help I received was exceptional, my counsellor was kind, understanding and very calming. I was very lucky, I am very lucky.

I decided then that I was going to use my experience to help other women, give them hope and a chance to do what I did: live a life free from violence and abuse. I hope to continue to inspire people in whichever way, by being a testimony and by always standing up against the injustice of domestic violence.

Thank you to everyone at Woman's Trust for being always open and available to me and for giving me a chance to carry a torch of light in the name of this wonderful charity.



Tee Falcone

I feel honoured and privileged to have been asked to represent Woman's Trust as one of their Ambassadors. My dedication to raise as much awareness of domestic violence is paramount – a subject often not spoken about – my tireless work to engage with women affected by the detrimental affects of domestic violence does not have a sell by date. By speaking up and sharing, there is huge hope for a brighter future so women can recover and rebuild their lives.

The various services offered by Woman's Trust are incredibly beneficial and have changed copious women's lives for the better – "Together we are stronger".

Chair's foreword Year to 31 March 2017

I am delighted to present our latest Woman's Trust Annual Report.

2016/17 has seen some exciting developments for Woman's Trust.

The continued success of our counselling, support groups and workshops is a testament to our staff and our wonderful volunteer counsellors. We had 1,251 referrals in the year; provided 4,199 counselling sessions; delivered 21 support groups; and 61 self-development workshops. Our feedback from clients tells us what a difference we make: all our services improve the lives of women in a very real way.

Over the year, we were successful both in bids for significant core funding and for funding for new projects or existing services including grants from some new funders. We were delighted that some corporate sponsors supported us again with generous donations.

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 taking part in our Fundraising Quiz, running in a Santa suit or SuperHero outfit, or by many individual fundraising activities. Every pound is important to our clients and helps us to help them.

We also pay tribute to our staff who work tirelessly to support our clients and whose professionalism shows in all they do.

As Woman's Trust continues to expand, we regularly review and increase our reserves level so that, if the worst should happen, we can continue and rebuild.

I hope you take some time to read some of our client testimonials. They provide a real insight into how lives can be changed, and the resilience and strength that it takes to turn a life around.

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 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), while focussing on our specific expertise of enabling women affected by domestic abuse 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.

Charitable object

Woman's Trust's charitable object 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.

Overall aims and outcomes

Domestic abuse has or will affect one in four women in the UK. The psychological and emotional consequences of abuse, if left 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, self-development workshops, and mother and children group therapy sessions.

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 languages other than English;
- ◆ disabled access;
- ◆ publicising our service through front-line agencies and a variety 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 GPs and Improving Access to Psychological Therapies (IAPT), Social Services and refuges. 20% more women were referred in 2016/17 than in the previous year.

Number of Clients	East	West	All
Counselling referrals	485	443	928
Workshop referrals	175	49	224
Support Group referrals	43	56	99
Total number of individual women referred in 2016/17	703	548	1,251
Total new referrals in 2015/16: 1,043			

Often, clients or their referrers ask for more than one service to be provided. In 2016/17, the proportions accessing different services were:

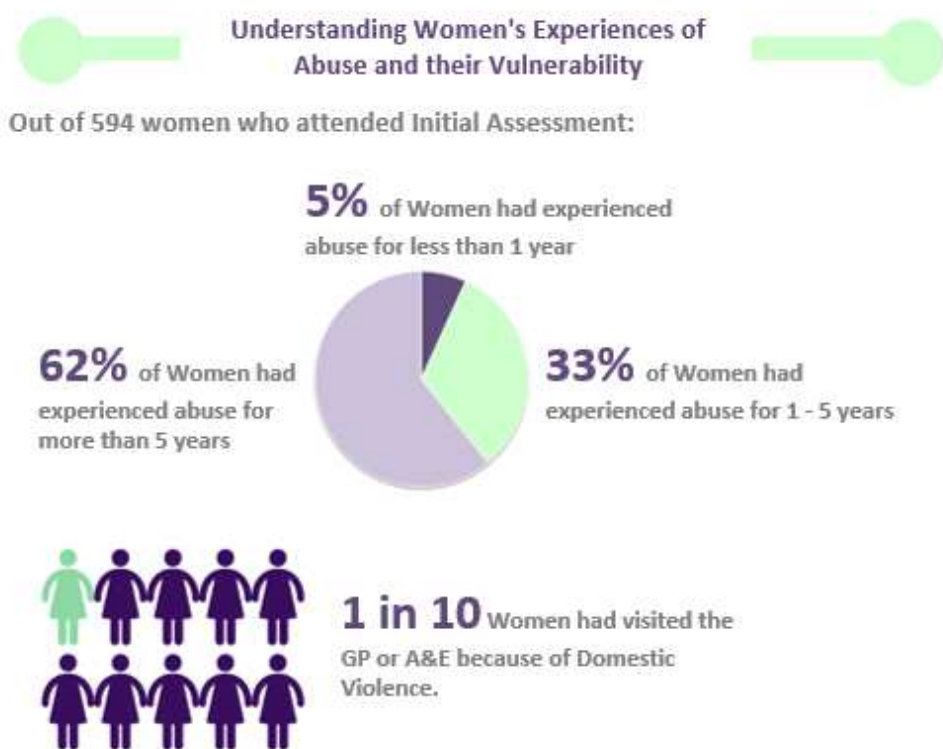


Following referral, we provide an initial assessment for suitability for up to 18 weeks of counselling. This initial assessment provides a service in itself – to signpost to a wide range of back-up services delivered by other agencies to ensure women are supported in the best possible way with their practical needs (e.g. referral to advocacy services, housing, and legal advice). Almost 20% more Initial Assessments were provided in 2016/17 compared with 2015/16

Initial Assessment	East	West	All
Provided sessions	586	474	1,060
Attended sessions	322	272	594

Percentage of initial assessments attended in 2016/17: 56% (a 2% increase on 2015/16).

At initial assessment, women told us about their experience of domestic abuse.

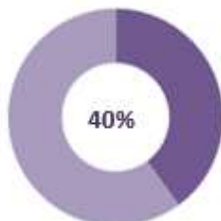


To understand how best to support women we ask them about their lives to help us to understand their vulnerability:



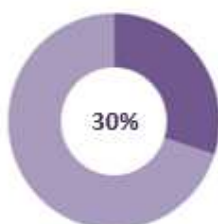
When we asked about the perpetrators' gender, women said **92%** of perpetrators were male. This is in line with national level figures. The Metropolitan Police report that 85% of domestic violence against women is carried out by men. "Four times as many women as men are killed by a current or former partner."^{**}

Perpetrators were male



Being a victim of domestic violence affects a woman's wellbeing and mental health. Amongst other effects, domestic violence can cause depression. Depression, if untreated, can lead to incapacity of social functioning and isolation. When we asked women **40%** told us they suffer from depression. Therapy can be critical for helping ease depression^{**}.

Suffer depression



Every day almost 30 women attempt suicide as a result of experiencing domestic violence^{***}. On arrival, **30%** of woman told us they had experienced suicidal thoughts. This makes Woman's Trust aware of the high level of need of our clients as well as helping to prioritise the services we offer.

Experience of suicidal thoughts

* Refuge: <http://www.refuge.org.uk/about-domestic-violence/domestic-violence-and-gender/>

** Elements Behavioural Health. <https://www.elementsbehavioralhealth.com/mental-health/domestic-violence-and-depression-breaking-the-cycle/>

*** Refuge: <http://www.refuge.org.uk/what-we-do/campaigns/takinglives/>

Crisis counselling

From our client feedback in 2015, we knew that clients found waiting for their counselling to start was a particularly difficult time. They wanted some crisis counselling during that intervening period. We secured funding and started this service in East London in January 2016.

Provided sessions	226
Attended sessions	122
Individual women accessing counselling	79

“While I waited for counselling, Woman’s Trust offered me three sessions of crisis counselling. My counsellor wasn’t judgemental or patronising, she was supportive and equipped me with the knowledge I would need to get me through the weeks before I could start my 18 weeks of counselling.”

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

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 dynamics 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 a dramatic change in a woman’s life, and also in the lives of any of her family members or dependents, in particular children.

14% more sessions were provided in 2016/17 than in 2015/16.

“I am so pleased I accepted help and guidance. I have learnt more than just why and what happened. I am grateful for the confidence and courage the counselling sessions have given me.”

Counselling Sessions	East	West	All
Provided sessions	1885	2314	4199
Attended sessions	1440	1788	3228

Percentage of attended sessions 2016/17: 77% (2% increase on 2015/16)

“I found the sessions invaluable. I have learnt strategies to deal with how I am feeling. I feel I understand myself more, and truly understand what has happened to me, and the significance. I feel like I am more like my old self and I am more confident and positive about our future.”

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, giving women social networks, providing practical life skills, and developing 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.

Workshops

The one-day workshops are designed to help women with the practical and emotional fallout from domestic violence. 61 workshops were provided in 2016/17, more than three times the number provided in 2015/16 (17 workshops)

“Some of our conversations were so difficult and emotional, but it was the beginning of me processing and accepting the trauma I had gone through. Being with those women taught me I was not alone, we had each other.”

Workshop Participants	East	West	All
Provided (Bookings)	557	516	1073
Attended	340	307	647
Number of women attending at least one workshop	154	151	305

Percentage of workshop attendance 2016/17: 60% (1% increase on 2015/16)

“Being with others in the workshops is amazing. After learning the warning signs of abuse I was able to spot them and end relationships before they got too far. That knowledge is so empowering and important. It has changed my life for the better.”



Support Groups

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.

"It is amazing to have that sense of belonging to a particular set of people who have been through similar experiences. My confidence level has increased and I am no longer shy about speaking to others"

Support Group Participants	East	West	All
Provided (Bookings)	164	190	354
Attended	147	166	313
Number of women attending at least one support group	83	87	170

Percentage of Support Group attendance in 2016/17: 88% (6% more than 2015/16)

"It has been very helpful for me to come to terms with a difficult situation; sharing experiences and given me a better understanding, and it has been a healing experience made possible by skilful and committed counselling."

Mother and child therapy

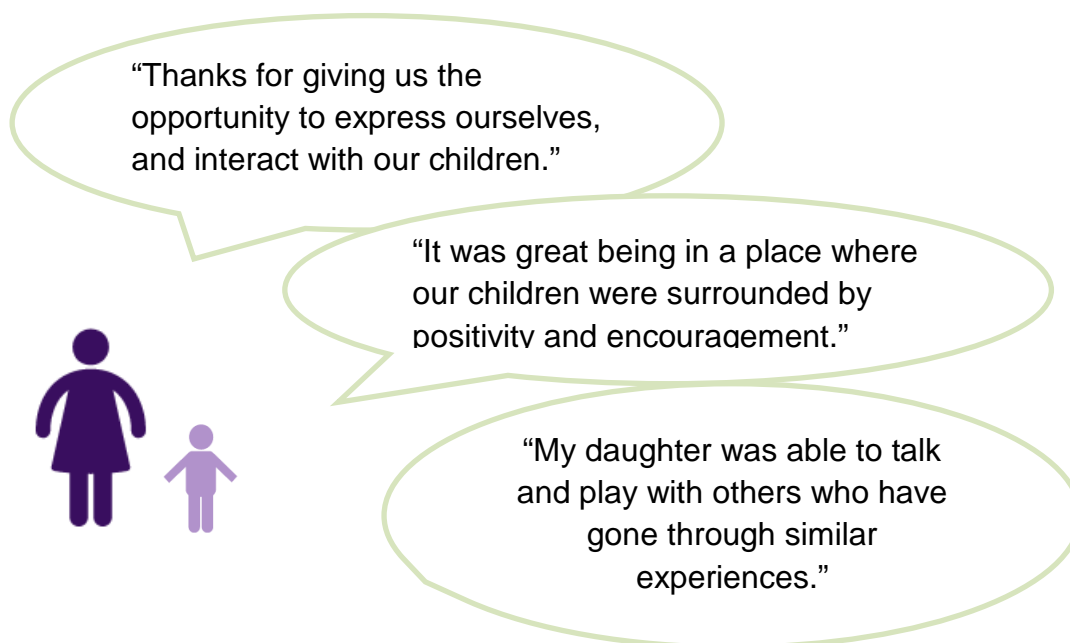
In previous surveys, women with children expressed concern about the lack of services for children affected by domestic violence. Some were able to get NHS support, but 75% of annual stake holder survey respondents who answered this question in 2015 said they had none at all. In the summer of 2016, we ran a pilot programme of mother and child therapy sessions.

We provided seven mother and child workshops. They were attended by 15 mothers and 13 children. The feedback from the pilot was excellent.

"We felt valued, part of the society; it has boosted our confidence, our love for each other and our relationship as mother and son. I feel very proud to be here and freely express myself."

- ◆ 93% of mothers reported that the workshop fulfilled their expectations.
- ◆ 86% mothers reported that they believe they will be able to better cope with their experience of domestic violence.

- ◆ 93% reported that they felt more ready to take positive steps towards changing their child's life after attending the workshop.
- ◆ 100% of mothers reported that the workshop had positively impacted their self-esteem.
- ◆ All the children who completed the form told us that the workshop made them feel very happy and confident.
- ◆ Similarly, all of the children said that they wanted more workshops



Pro bono legal advice

When we asked clients in 2015 about what other services they need, two thirds wanted legal support to help them deal with divorce, child contact issues and financial settlements.

We introduced this pro bono service in 2016. After initial assessment, for those who needed it, legal advice as a service was made available. It consists of up to three 1-hour session with each individual client. The sessions were offered according to the client's needs and at the discretion of the pro bono adviser.

- ◆ Around 112 legal advice appointments were offered to 81 Individual women.

User involvement

Provision of client-led services is central to the Woman's Trust ethos, therefore the needs of clients is at the core of the planning and development of services. Client consultation is a synergistic part of service development and client feedback is collected on an ongoing basis. We evaluate information from service exit

questionnaires, an annual stakeholder survey and multiple annual focus groups and use this to inform planning and development.

Through these mechanisms we have collected a wealth of information from women on what they feel helps them, the challenges they face and the gaps they see in our service provision. Focus groups have proved key in exploring issues further and devising ways forward.

We conduct exit questionnaires from women who accessed workshops, support groups and one to one counselling, as well as an annual stakeholder survey, focus groups and online surveys.

Clients/ex-clients are encouraged to be involved in Woman's Trust governance and direction by becoming Trustees, or joining subgroups such as marketing or fundraising. However, we have found users reluctant to get involved, some wanting to distance themselves from reminders of the past, others unable to get involved due to their complex lives and limited available time.

To date, users have preferred to get involved through the consultation processes, fundraising, or sharing their stories to help promote our work. We welcome women who are willing and able to act as Ambassadors for our charity. We were delighted to welcome a new Ambassador this year, Tee Falcone, who speaks at events and promotes Woman's Trust at fundraising events. We continue to explore clients preferred routes for involvement.

At service level women are empowered by opportunities to define the support they want (Workshops – choosing future topics, one to one Counselling – determining the best pathway for their own support); or opportunities to provide peer support to others (Support Groups).

Clients can also be involved as administrative volunteers in the office, supporting the office function and the administration of support services. In addition, after an appropriate time gap, suitably qualified former clients can be involved as counsellors, directly supporting current users.

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 the mental health aspects of domestic violence and abuse.

In support of these aims, we will strive to maintain and where possible improve:

- (i) the diversification of income streams;
- (ii) the efficient management of costs and resources; and
- (iii) the further development of our communications/media/PR strategies.

For 2016/17, our specific objectives and achievements were:

Fundraising

1. Sustain and increase capacity

- ◆ We increased investment by £15,000 and achieved a £76,000 increase in income
- ◆ We maintained our reach to corporate donors, donations increased from £14,000 in 2015/16 to £37,000

Marketing

2. Woman's Trust branding, re-development of website and Woman's Trust materials

- ◆ With the support of the BT Women's network we recorded Woman's Trust's first service video
- ◆ Our Ambassador Marianna's appearance and success on X Factor provided a platform to promote our work on social media.
- ◆ We published a number of blogs in the Huffington Post and on the Citizens Advice and CAADV websites.

Service Development

3. We followed up 2015 survey results and:

- ◆ Piloted, and rolled out, our new mother and child therapy sessions. These now run in all school holidays, and several Saturdays during the year.
- ◆ Provided pro bono legal advice sessions

We would like to thank all the women who gave us their time and their comments. We always use this valuable resource when we are seeking funds and planning new services.

Business Opportunities

4. New partnerships

- ◆ We successfully applied for membership of the Violence Against Women and Girls consortium

Quality assurance

5. Maintain British Association of Counselling and Psychotherapy Accreditation

- ◆ Achieved.

6. Maintain Women's Aid Quality Mark, a national quality standard

- ◆ Achieved.

Impact measurement

7. Improve evidence base

It is important to Woman's Trust to test regularly the effectiveness of our services, and to measure the outcomes.

- ◆ We completed the two year evaluation during the year for the Big Lottery funded Support groups.

Outcomes - Counselling

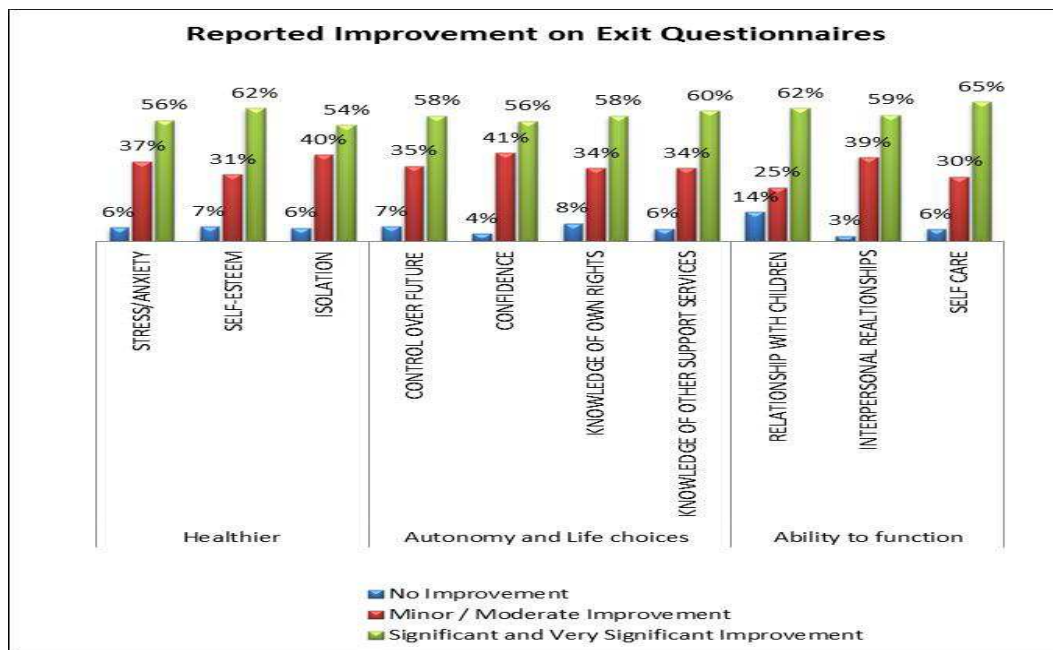
Woman's Trust uses different monitoring and evaluation systems to analyse the efficacy of its clinical services. The two main evaluation systems employed by Woman's Trust are Clinical Outcomes in Routine Evaluation (CORE) and Woman's Trust own entrance and exit questionnaires.

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

		Client Exit Questionnaire (N= 149 clients)					Using Core 34 (N= 212 clients)		
		No Improvement	Minor Improvement	Moderate Improvement	Significant Improvement	Very Significant Improvement	Worse	Unchanged	Improved
Healthier	TRAUMA (PTSD)	N/A					15%	26%	60%
	STRESS/ANXIETY	6%	14%	23%	35%	21%	12%	21%	67%
	DEPRESSION	N/A					15%	25%	60%
	SELF-ESTEEM	7%	10%	21%	32%	30%	18%	23%	59%
	ISOLATION	6%	16%	24%	33%	21%	21%	58%	
	SUICIDAL	N/A					17%	11%	72%
	SELF HARMING	N/A					23%	11%	66%
	MEDICATION	N/A					N/A	N/A	N/A
Autonomy and Life choices	CONTROL OVER FUTURE	7%	14%	21%	31%	27%	17%	29%	55%
	CONFIDENCE	4%	17%	24%	29%	27%	19%	28%	52%
	KNOWLEDGE OF OWN RIGHTS	8%	9%	25%	31%	27%	N/A	N/A	N/A
	KNOWLEDGE OF OTHER SUPPORT	6%	13%	21%	36%	24%	N/A	N/A	N/A
Ability to function	RELATIONSHIP WITH CHILDREN	14%	11%	14%	29%	33%	N/A	N/A	N/A
	INTERPERSONAL REALTIONSIPS	3%	13%	26%	38%	21%	27%	26%	48%
	SELF CARE	6%	10%	20%	35%	29%	N/A	N/A	N/A

Woman's Trust Exit Questionnaire

The graph below demonstrates the rate of improvement for each indicator.



Impacts

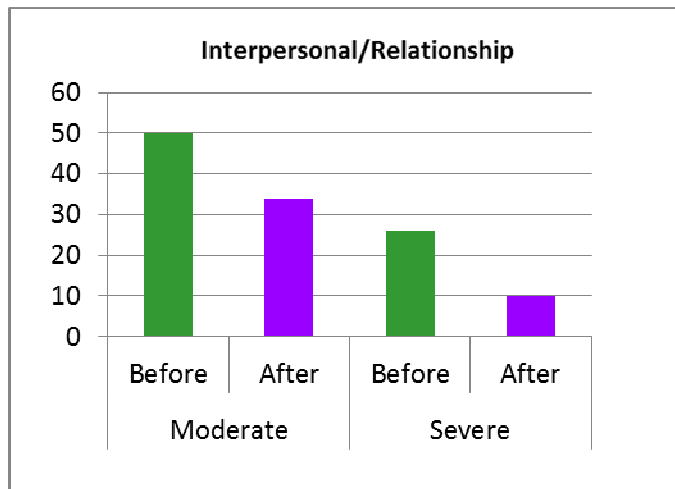
We make a positive difference in women's lives. Our impact analysis shows:

Women reported having greater autonomy after the intervention:

- ◆ 92% claimed better knowledge of their rights;
- ◆ 94% had better knowledge of support services;
- ◆ 97% had more confidence; and
- ◆ 96% felt they had more control over their future.

Around 99% of women had a better ability to function in:

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

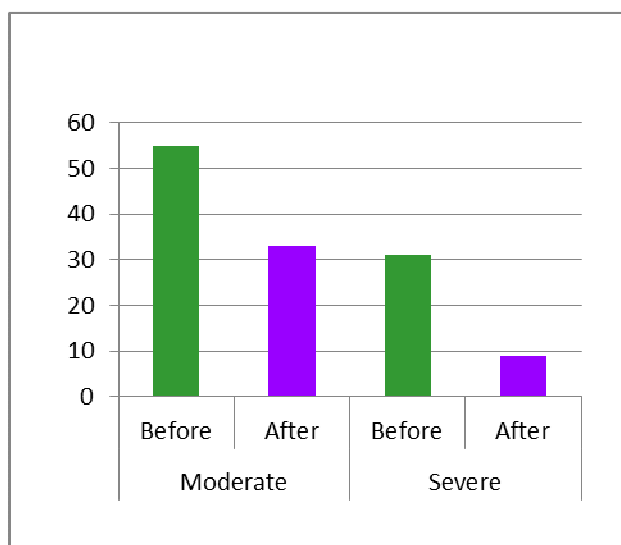


Before counselling, 99% of 110 women reported experiencing moderate or severe degrees of difficulty dealing with problems interpersonal/ relationships.

- ◆ After counselling this had improved for 60% of the clients.

Women were healthier – clients showed positive changes after the intervention:

- ◆ reduced levels of stress (before counselling 88 clients had moderate or severe levels of stress. This reduced to 48 after the intervention);
- ◆ improved self-esteem (58 clients had moderate or severe levels before counselling, this reduced to 30 clients after);
- ◆ felt less isolated (53 clients had moderate or severe levels before counselling, this reduced to 22 clients after);
- ◆ improved levels on dealing with trauma and abuse (from 76 clients with moderate or severe levels before counselling, to 44 clients after); and
- ◆ decreased levels of depression (as seen on the bar chart below)



On referral to Woman's Trust, nearly all women have some degree of depression. Of around 170 clients tested before counselling:

- ◆ 30% had severe or moderate depression before counselling, compared with 16% after counselling.
- ◆ Those with no depression increased from 0 to 18 after counselling.

Workshops

Through the Big Lottery Fund and NHS Clinical Commissioning Groups (CCGs), Woman's Trust secured funding to provide workshops. We ran 61 workshops, 647 places were taken up. As a result of their attendance, clients experienced the following results:

- ◆ 98% felt better able to cope with their experiences of domestic violence as a result of attending the workshop.
- ◆ 96% felt that they were ready to take positive steps to change their lives.
- ◆ 99% expressed an increase in self-esteem and 99% an increase in their level of confidence.
- ◆ 94% said that attending the workshop had a positive impact on reducing their isolation and improving their interaction with others.

Support groups

At the outset of this project we sought to achieve the following for women affected by domestic violence:

1. Reduce isolation
2. Improve mental wellbeing
3. Increase choice and availability of services so that women who needed them could access them.

We measure whether we achieve this by analysing whether participants:

- ◆ Felt less isolated;
- ◆ Felt more confident;
- ◆ Had higher self-esteem;
- ◆ Were able to cope with the difficulties they face;
- ◆ Were able to play a more active role in their communities;
- ◆ Had reduced tendencies to suicidal ideation, self-harm, or misuse of prescription drugs;
- ◆ Were less present in violent or abusive relationships;
- ◆ Were more able to understand the options available to them;
- ◆ Were more able to support, safeguard, and parent their children.

The indicators show that the support groups are on target and were delivering the sought outcomes.

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 12 years, the last seven as CEO. All other staff are part-time, making up a total full time equivalent of 11 staff.

All of our staff are women, dedicated to the ethos of Woman's Trust and determined to provide women 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 majority of our 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. This year we successfully ran a pilot with a small group of first year diploma course counsellors.

A counsellor placement with Woman's Trust provides 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 64 volunteer counsellors, of whom 46 were undertaking placements to help gain their formal qualification. 24 counsellors completed their placement and 8 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 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 requirements for charities.

The board members have referred to the Charity Commission's general guidance on public benefit in reviewing the aims and objectives of the charity, in planning future activities and, in particular, how planned activities will contribute to those aims and objectives.

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 the Directors of the company. Any individual wishing to become a Trustee of the Woman's Trust should apply to the charity in the form required by the existing Trustees. Upon consideration of the application, the existing Trustees will approve the appointment if the applicant is successful.

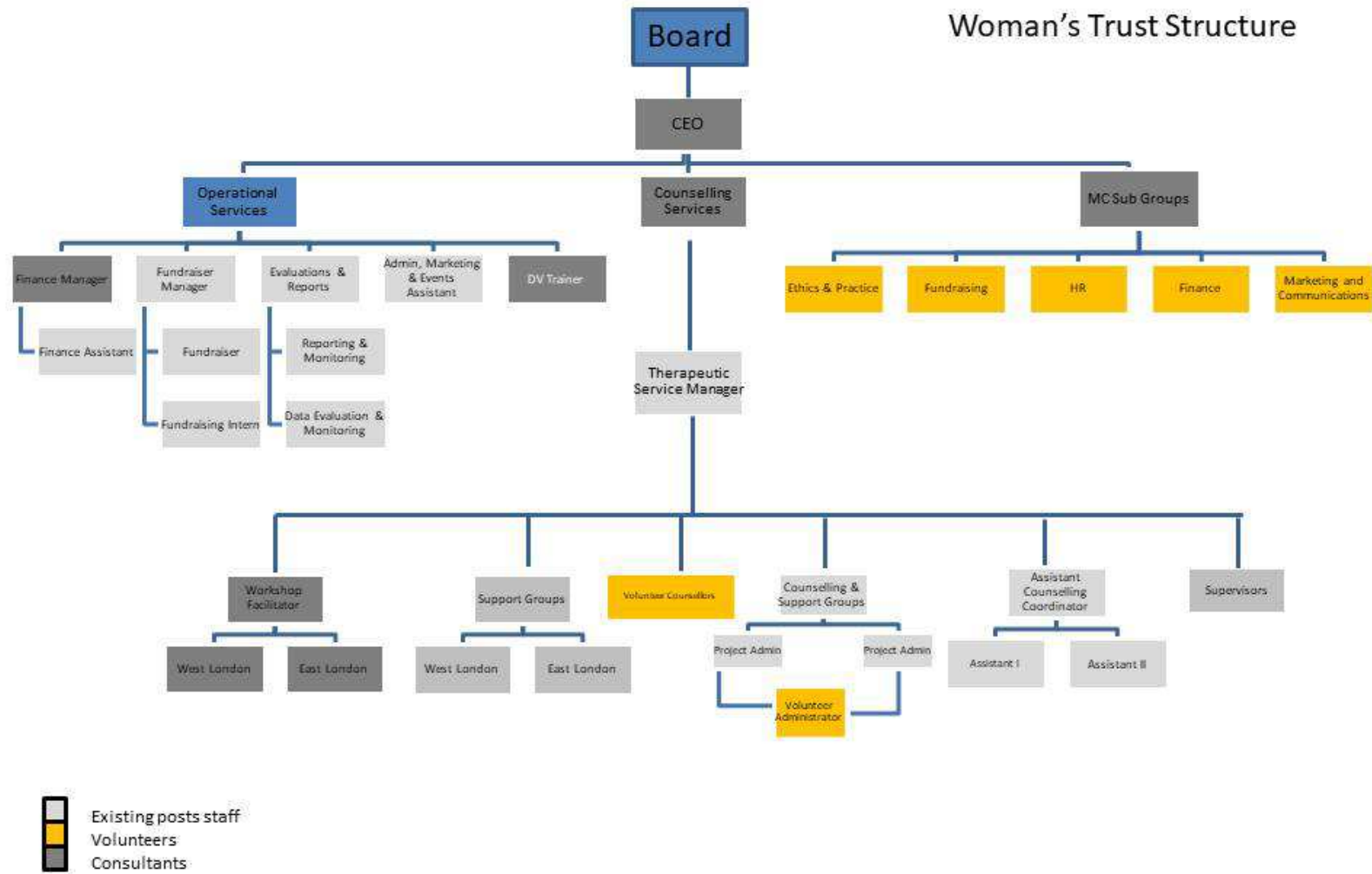
Day-to-day management of Woman's Trust is delegated to an employed Chief Executive, who is in turn responsible for delegating work to staff and volunteers. The organisational structure is shown on page 26.

The Board has four sub-committees, Ethics and Practice; Finance; Human Resources; and Marketing and Communications. Each is chaired by a Trustee or by the Chief Executive, and membership includes Trustees, staff and volunteers. The subcommittees have some delegated authority, but mainly act as advisors to either the Chief Executive, for matters within her authority, or to the Board. Our key management personnel are our Chief Executive, our Fundraising and Development Manager, and our Therapeutic Services Manager.

Each year, following staff appraisals, the Chief Executive makes recommendations for any proposed salary increases for any members of staff. Recommendations are considered by the Trustee members of the Human Resources sub-committee, and by Trustee members of the Finance Committee. Recruitment of new/replacement staff also provides the opportunity to review pay rates.

The pay of the Chief Executive is considered annually by the Chair of the Human Resources Committee, in conjunction with the Chair of Woman's Trust, following her annual appraisal. Any proposed change requires endorsement by the Finance Committee before recommendation to the Board. Consideration is always given to the prevailing rates of pay of similar size charities in the sector, and affordability is a key factor.

Governance, structure and management table



Trustees

The following Trustees served throughout the year 1 April 2016 to 31 March 2017, except where shown.

Trustees	Appointed/resigned
Sally Field (Chair)	
Helen Hayes (Vice Chair)	
Sophie Tredget (Secretary)	Resigned October 2016
Maya Rodriguez (Treasurer)	
Sharon Citrone	
Mariam Kemple Hardy	
Mary Dolson	
Naomi Mallick	
Linda McHugh	
Debbie Hartley	Appointed October 2016

As in 2016, no Trustees received any remuneration for services as a trustee during the year nor were any Trustees reimbursed expenses during the year.

Trustees all contribute their time and expertise to Woman's Trust. Whether by attending Board or Sub-Committee meetings; undertaking public engagements and representing Woman's Trust at outside meetings and functions; organising and taking part in fundraising activities; undertaking reviews of the risk strategy; responding to public consultations; and a myriad of other tasks. Each Trustee gives 2 or 3 days a month on average to support and lead the organisation.

Brief biographical details of the Directors (Corporate Trustees) at the date of signing these accounts are given below.

Sally Field - Chair

Sally Field has over 30 years' experience in the Civil Service, retiring in 2010. In the Department of Work and Pensions and in 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.

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, a Director and Company Secretary of a management consultancy business, and a Director of a London Golf Club.

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.

Helen Hayes – Vice Chair

Helen Hayes is a BACP Senior Accredited Counsellor and UKCP Registered Psychotherapist, with over twenty years' experience of working therapeutically with people in distress.

Helen's counselling experience includes working with specialist counselling services for women affected by rape/sexual abuse and for women affected by the criminal justice system, as well as generic counselling services in GP surgeries and at a university. She has been a domestic violence caseworker for Victim Support, where she was responsible for volunteer recruitment, training and supervision. She also maintains a private practice and lectures and supervises at a psychotherapy training institute.

Helen is committed to promoting awareness of the psychological and emotional impact of violence against women, and to ensuring the provision of high quality specialist psychotherapeutic interventions for Woman's Trust service users.

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.

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 at the Medical Research Council London Institute of Medical Sciences, and has recently completed an Executive MBA at Imperial College, combining work with study. She has extensive knowledge and experience of HR practice and policy.

She believes that being a Trustee is rewarding on many levels, allowing her to contribute personally to a worthwhile cause and offering 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. Linda 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 Hardy

Mariam is Head of Campaigns at Refugee Action. 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 at Oxfam International as Head of Humanitarian Campaigning and 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. Mariam 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.

Naomi Mallick

Naomi is a Director at the Government Legal Department. 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.

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 has held senior roles at the Ministry of Justice, Department for Work and Pensions, the Department of the Environment, Food and Rural Affairs and at the Department of Health. She has worked closely with many stakeholders including health sector and third sector bodies and commercial and professional organisations.

Debbie Hartley

Debbie Hartley is a senior executive in the finance industry with over 20 years in banking and investment management. She has extensive experience in initiating and developing strategic relationships based on understanding and meeting clients' needs. This primarily involves marketing and advising on debt capital financing and risk solutions for Banks, Corporates and Structured Finance companies. While working for the largest global short-term fixed income desk at Bank of America she led the team in bringing in multiple large new issuer mandates.

Debbie has held senior client relationship roles at Citibank, Bank of America Merrill Lynch, JP Morgan and Standard Chartered Bank and has gained substantial international experience having worked in London and New York. She is currently responsible for institutional investors in the UK and the US for Scope Corporation, a European rating agency.

Nicola Peers

Nicola is an experienced Marketing and Procurement Director, and Non-Exec Director. She is passionate about making companies more profitable. She has worked for many FTSE 100 & 250 companies as well as SMEs. Experience gained in the following sectors: pharmaceutical, finance, FMCG, retail, hotel and travel industries she brings broad private sector experience. She has worked on major global contracts in advertising and media and has delivered economies of scale in pan-European and global negotiations. A fluent French speaker she has respect for cultural diversity and is adept at bringing all opinions to the table and managing complex stakeholders. She is on the Board of a local political party, and a charity for the preservation of Blackheath. She also works for Save the Children.

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 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 Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable to the United Kingdom and Republic of Ireland (FRS 102);
- ◆ 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
- ◆ 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.

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.

- ◆ We maintain logs of all funding streams so that we know exactly when a funding stream ends;
- ◆ We understand the bidding process timetables, so bids to renew funds or obtain new funding are made well in advance;
- ◆ We build our annual budget based on secured funding and identify any funding gap which becomes our fundraising target for the year; and
- ◆ We continue to maintain a diversity of funding streams (28 funders this year).

Tackling these challenges remains a priority for 2017/18. 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, whom 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. From previous experience we knew that recruiting sufficient counsellors for our East London counselling service will remain a significant challenge.

- ◆ Our funders are aware of this issue;
- ◆ We carefully managing the waiting lists to match the available counsellor resource; and

- ◆ We have from time to time used paid counsellors where needed.

Financial review

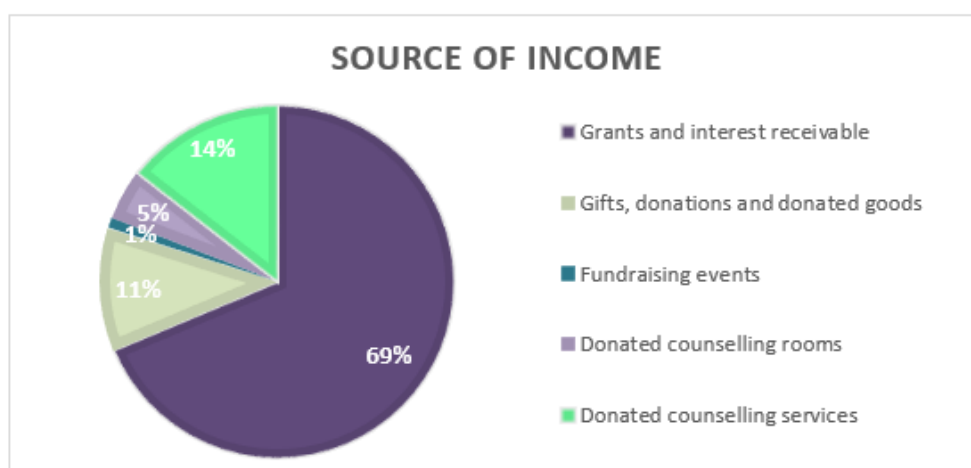
Financial position

Woman's Trust's finances during 2016/17 reflect our activities:

- ◆ We succeeded in reaching our fundraising target so we could deliver all our planned activity
- ◆ We stayed within budget, including managing the higher spend on counselling and support services
- ◆ We increased our free reserves, maintaining the sustainability of Woman's Trust at current expenditure and activity levels

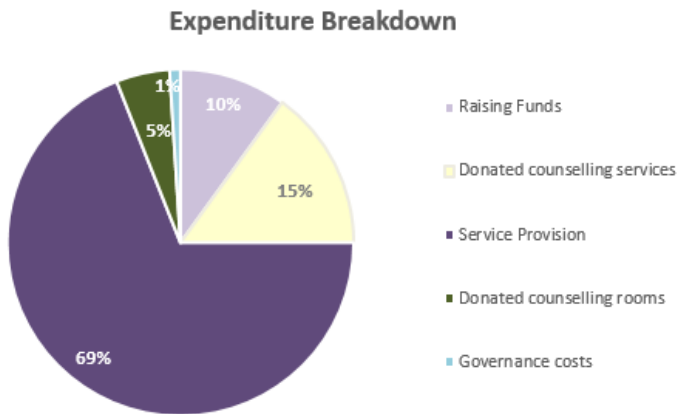
Income

Woman's Trust received around £670,000 in total income in the year to March 2017. An increase of 22% on last year. Restricted income amounted to approximately 40% or £270,000 of Woman's Trust total income. Unrestricted income totalled about £400,000 half of which came from general donations and donated services such as counselling services and counselling rooms.

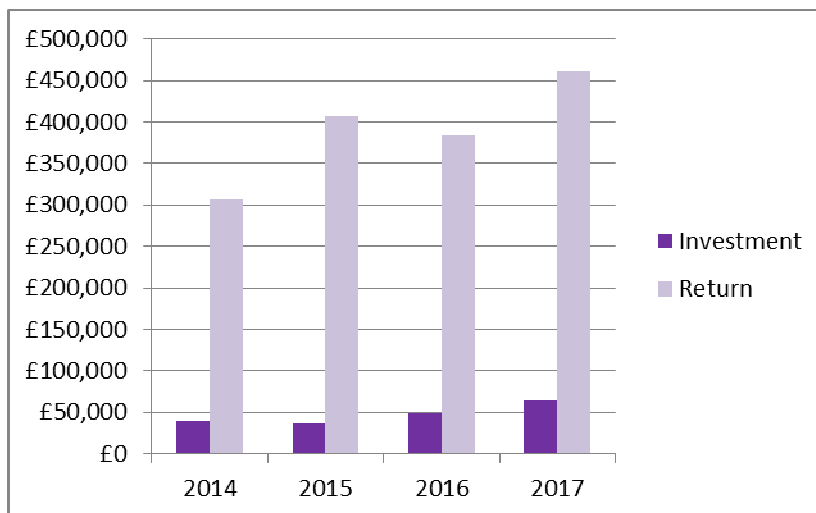


Expenditure

In the year to March 2017, expenditure came to about £650,000 an increase of 15% on last year. Expenditure spent on raising funds doubled from last year totalling 10% of total expenditures this year. In addition, room and equipment hire as well as workshop expenses have increased significantly on last year as the Charity continues to expand and widen its reach and counselling services.



Our investment in Fundraising over the last three years improved our income:



Financial position at the end of the year

The reserves position at the end of the year is £271,777. Restricted funds carried forward were £35,063, reflecting the fact that project funding is rarely aligned with financial years. The unrestricted funds stood at £236,714 at the end of the year but this includes designated funds of £60,000 set aside to cover project and core costs during 2017/2018. This leaves free reserves of £176,714 (after adjusting for tangible fixed assets of approximately £5,000) or just under 30% of our annual running cost, roughly in line with the reserves policy below and improving on last year.

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;
- ◆ 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 2017/18 is between £175,000 and £200,000 (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 maintaining our reserves at 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
- ◆ Recognising that domestic violence is part of a larger picture which includes sexual violence and child welfare, 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 15 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 over the last four 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.

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 20 September 2017

Independent Examiner's Report to the Trustees of The Woman's Trust

I report on the accounts of the charitable company for the year ended 31st March 2017, which comprise the Statement of Financial Activities, Balance Sheet and related notes.

The financial statements have been prepared in accordance with the accounting policies set out in notes to the accounts and comply with the charities governing document, the Charities Act 2011 and Accounting & Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK & Republic of Ireland published on 16 July 2014.

Respective responsibilities of trustees and examiner

The trustees (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the accounts. The 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.

Having satisfied myself that the charity is not subject to audit under company law and is eligible for independent examination, it is my responsibility to:

- examine the accounts under section 145 of the 2011 Act;
- 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 Commissioners. 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 explanation 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 386 of the Companies Act 2006; and
- to prepare accounts which accord with the accounting records, comply with the accounting requirements of section 396 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK & Republic of Ireland published on 16 July 2014.

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.

Shivani Kothari

Devonshire House
60 Goswell Road
London EC1M 7AD

For and on behalf of Kingston Smith LLP

Date: 20 September 2017

The Woman's Trust
Statement of Financial Activities
(incorporating the Income & Expenditure Account)
For the year ended 31st March 2017

	Note	Unrestricted Funds £	Restricted Funds £	2017 Total Funds £	Note 19 2016 Total Funds £
Income and endowments from:					
Donations	2	210,424	-	210,424	159,511
Charitable activities					
- Grants and project funding	3	187,766	273,030	460,796	384,373
Other Income	4	1,322	-	1,322	5,400
Investment income	5	237	-	237	397
Total income		<u>399,749</u>	<u>273,030</u>	<u>672,779</u>	<u>549,681</u>
Expenditure on:					
Raising funds					
- Fundraising costs	6	63,968	-	63,968	48,664
Charitable expenditure					
- Provision of counselling and support services	7	302,132	286,822	588,954	518,072
Total Expenditure		<u>366,100</u>	<u>286,822</u>	<u>652,922</u>	<u>566,736</u>
Net Income/(Expenditure)	9	33,649	(13,792)	19,857	(17,055)
Transfers between funds		-	-	-	-
Net Income/(Expenditure) for the Year		<u>33,649</u>	<u>(13,792)</u>	<u>19,857</u>	<u>(17,055)</u>
Total Funds as at 1st April		<u>203,065</u>	<u>48,855</u>	<u>251,920</u>	<u>268,975</u>
Total Funds as at 31st March	15,16	<u><u>236,714</u></u>	<u><u>35,063</u></u>	<u><u>271,777</u></u>	<u><u>251,920</u></u>

**The Woman's Trust
Balance Sheet
As at 31st March 2017**

	Note	2017 £	2017 £	2016 £	2016 £
Fixed Assets					
Tangible assets	12		5,335		9,665
Current Assets					
Debtors	13	4,269		16,401	
Cash in hand and at bank		<u>335,908</u>		<u>282,104</u>	
		340,177		298,505	
Creditors: Amounts falling due within one year	14	<u>(73,735)</u>		<u>(56,250)</u>	
Net Current Assets			<u>266,442</u>		<u>242,255</u>
Net Assets			<u>271,777</u>		<u>251,920</u>
 Funds					
Restricted funds	15		35,063		48,855
Unrestricted funds					
- Designated funds	16		60,000		65,000
- General fund			<u>176,714</u>		<u>138,065</u>
Total Funds			<u>271,777</u>		<u>251,920</u>

For the year ended 31 March 2017 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 on 20 September 2017

and signed on their behalf by:

Sally Field
Trustee

Company Registration Number: 06886781 (England and Wales)

The Woman's Trust
Statement of Cash Flows
For the year ended 31st March 2017

	Note	2017 £	2016 £
Net Cash Inflow/(Outflow) from Operating Activities	A	53,567	(18,429)
Investment income		237	397
Purchase of tangible fixed assets		-	(3,174)
Net Cash Inflow/(Outflow) from Returns on Investment Activities		237	(2,777)
Change in cash and cash equivalents in the year		53,804	(21,206)
Cash and cash equivalents at 1 April 2016		282,104	303,310
Cash and cash equivalents at 31 March 2017	B	335,908	282,104

Notes to the statements of cash flows for the year to 31 March 2017

A Reconciliations of net movement in funds to net cash provided by (used in) operating activities

	2017 £	2016 £
Net movement in funds	19,857	(17,055)
Adjustments for:		
Depreciation	4,330	4,828
Investment income	(237)	(397)
Decrease/(increase) in debtors	12,132	(16,218)
Increase/(decrease) in creditors	17,485	10,413
Net cash (used in) provided by operating activities	53,567	(18,429)

B Analysis of cash and cash equivalents

	2017 £	2016 £
Total cash and cash equivalents: cash at bank and in hand	335,908	282,104

The Woman's Trust
Notes to the Financial Statements
For the year ended 31st March 2017

1 Accounting Policies

Accounting Convention

The financial statements have been prepared under the historical cost convention and in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102). The company is a public benefit entity for the purposes of FRS 102 and a registered charity established as a company limited by guarantee and therefore has also prepared its financial statements in accordance with the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (The FRS 102 Charities SORP), the Companies Act 2006 and Charities Act 2011. The financial statements are prepared in sterling, which is the functional currency of the charity. Amounts presented are rounded to the nearest pound.

Going Concern

The trustees have assessed whether the use of going concern is appropriate and have considered possible events or conditions that might cast significant doubt on the ability of the charitable company to continue as a going concern. The trustees have made this assessment for a period of at least one year from the date of the approval of these financial statements. In particular, the trustees have considered the charitable company's forecasts and projections and have taken account of pressures on income. After making enquiries, the trustees have concluded that there is a reasonable expectation that the charitable company has adequate resources to continue in operational existence for the foreseeable future. The charitable company therefore continues to adopt the going concern basis in preparing its financial statements.

Critical accounting estimates and areas of judgement

Preparation of the accounts requires the Trustees to make significant judgements and estimates.

The items in the accounts where these judgements and estimates have been made are in estimating the useful economic life of

Donated income comprises donated rooms and counselling services. Recognition of the income in the financial statements is estimated based on of the numbers of hours the rooms are reserved, and the number of sessions attended.

Income

Income is recognised in the period in which the charity is entitled to receipt and the amount can be measured with reasonable certainty and it is probable that the income will be received.

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.

Resources Expended

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

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.

Tangible Fixed Assets and Depreciation

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost less estimated residual value of each asset as follows:

Furniture & Equipment	25% straight line
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Assets are depreciated for a whole year in the year of acquisition and not at all in the year of disposal. Items costing less than £500 are not treated as fixed assets but instead are charged as expenses in the year in which they are purchased.

Financial Instruments

Cash and cash equivalents

Cash and cash equivalents include cash at banks and in hand and short term deposits with a maturity date of three months or less.

The Woman's Trust
Notes to the Financial Statements
For the year ended 31st March 2017

1 Accounting Policies (continued)

Debtors and other receivables

Debtors are recognised at their settlement amount, less any provision for non-recoverability. Prepayments are valued at the amount prepaid. They have been discounted to the present value of the future cash receipt where such discounting is material.

Creditors and provisions

Creditors and provisions are recognised when there is an obligation at the balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably. Creditors and provisions are recognised at the amount the charity anticipates it will pay to settle the debt. They have been discounted to the present value of the future cash payments where such discounting is material.

Fund Accounting

The unrestricted general funds comprise the 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 16 to the financial statements.

Restricted funds comprise monies raised for, or their use restricted to, a specific purpose, or contributions subject to donor imposed restrictions. Details of these are given in note 15 to the financial statements.

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.

The Woman's Trust
Notes to the Financial Statements
For the year ended 31st March 2017

2 Donations	Unrestricted 2017 £	Unrestricted 2016 £
The donations are made up as follows:		
General donations	81,359	47,481
Donated services		
- Counselling rooms	32,225	29,290
- Counselling services	96,840	82,740
Total	<u><u>210,424</u></u>	<u><u>159,511</u></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 numbers of hours (£10 per hour) for which the rooms are reserved to provide counselling services.

3 Charitable Activities

Charitable activities are made up of grants and project funding as follows:

	2017 £	2016 £
City Bridge Trust	25,000	25,000
Edward Harvist Trust	-	3,433
Garfield Weston Foundation	15,000	-
Kensington & Chelsea Social Council	8,663	-
Lloyds Bank Foundation, England and Wales	24,000	24,000
London Catalyst Samaritan Grant	1,000	-
NHS West London CCG	26,103	26,103
Peter Stebbings Memorial Charity	20,000	20,000
RBKC - Children and Families	26,500	26,500
The Everest Trust	4,000	4,000
The Henry Smith Charity	-	30,000
The Kensington and Chelsea Foundation	-	4,500
The Goldsmith's Company Charity	3,000	-
The Tudor Trust	30,000	30,000
Westway Trust	2,500	-
Other	2,000	2,000
Unrestricted funds	<u><u>187,766</u></u>	<u><u>195,536</u></u>
Ajahma Charitable Trust	6,000	6,000
Austin and Hope Pilkington Trust	-	1,000
Big Lottery Fund - Counselling	97,824	42,901
Big Lottery Fund - Support Groups	107,968	69,590
Charles S French Charitable Trust	2,000	2,000
East End Community Foundation	-	8,600
Edward & Bishops Kings Fulham Charity	5,000	-
Carried Forward	<u><u>218,792</u></u>	<u><u>130,091</u></u>

The Woman's Trust
Notes to the Financial Statements
For the year ended 31st March 2017

3 Charitable Activities (continued)	2017	2016
	£	£
Brought forward	218,792	130,091
Gowling WLG	1,000	-
Hackney Parochial Charities	-	6,000
Hackney Small Grant	14,471	7,918
LB of Hammersmith and Fulham	5,000	4,000
Lancaster Hotel	3,000	-
London Catalyst Samaritan Grant	-	3,000
Matrix Causes Fund	2,520	-
Mrs Smith & Mount Trust	-	5,000
South Hackney Parochial Charity	-	2,500
Strand Parishes Trust	5,295	5,000
Standing Together	5,000	-
The Daisy Trust	2,736	2,160
The Wakefield and Tetley Trust	-	11,433
West Hackney Parochial Charity	-	3,500
Westminster Dept for Communities and Local Government	-	8,235
Westminster Amalgamated Charity	10,000	-
Zurich Community	5,216	-
Restricted funds	<u>273,030</u>	<u>188,837</u>
Total	<u><u>460,796</u></u>	<u><u>384,373</u></u>
4 Other Income	Unrestricted	Unrestricted
	2017	2016
	£	£
Other income is made up as follows:		
Non-refundable counsellors' deposits	475	850
Training income (counselling sessions)	735	4,550
Other miscellaneous income (room hire)	112	-
Total	<u>1,322</u>	<u>5,400</u>
5 Investment Income	Unrestricted	Unrestricted
	2017	2016
	£	£
Bank interest received	<u>237</u>	<u>397</u>
6 Raising funds	Unrestricted	Unrestricted
	2017	2016
	£	£
Staff costs (note 10)	62,161	46,846
Other costs	1,807	1,818
	<u>63,968</u>	<u>48,664</u>

The Woman's Trust
Notes to the Financial Statements
For the year ended 31st March 2017

7 Charitable Expenditure

Charitable expenditure comprises costs associated with the provision of counselling and support services, and are classified below.

	Unrestricted Funds £	Restricted Funds £	2017 £	Unrestricted Funds £	Restricted Funds £	2016 £
Direct Costs:						
Staff costs (note 10)	38,338	131,311	169,649	51,706	108,081	159,787
Childcare and client hardship	1,293	3,252	4,545	913	4,625	5,538
Counselling supervisors and training	9,139	26,737	35,876	13,540	14,923	28,463
Room and equipment hire	15,000	24,870	39,870	4,404	13,663	18,067
Volunteer training and expenses	4,042	10,576	14,618	6,089	2,360	8,449
Workshop expenses	4,731	11,569	16,300	-	3,537	3,537
Donated counselling services (note 2)	96,840	-	96,840	82,740	-	82,740
Donated counselling rooms (note 2)	32,225	-	32,225	29,290	-	29,290
Initial sessions costs	240	1,902	2,142	240	1,423	1,663
Other direct costs	1,026	5,904	6,930	453	6,322	6,775
	<u>202,874</u>	<u>216,121</u>	<u>418,995</u>	<u>189,375</u>	<u>154,934</u>	<u>344,309</u>
Premises Costs:						
Rent and rates	22,986	-	22,986	41,621	-	41,621
Administrative costs:						
Staff costs (note 10)	67,668	40,405	108,073	54,394	28,199	82,593
Office overheads	494	30,296	30,790	15,345	26,803	42,148
Governance costs (note 8)	8,110	-	8,110	7,401	-	7,401
Total	<u><u>302,132</u></u>	<u><u>286,822</u></u>	<u><u>588,954</u></u>	<u><u>308,136</u></u>	<u><u>209,936</u></u>	<u><u>518,072</u></u>

The Woman's Trust
Notes to the Financial Statements
For the year ended 31st March 2017

8 Governance Costs	Unrestricted 2017 £	Unrestricted 2016 £
Accountancy	3,300	3,600
Staff costs (note 10)	4,810	3,801
Total	<u><u>8,110</u></u>	<u><u>7,401</u></u>

9 Net Movement in Funds

This is stated after charging:

	2017 £	2016 £
Staff costs (note 10)	344,693	293,027
Independent examiner's fees (including VAT)	3,300	3,600
Depreciation	4,330	4,828
Operating lease rentals	<u>26,826</u>	<u>41,621</u>

10 Staff Costs

	2017 £	2016 £
Staff costs during the year were as follows:		
Wages and salaries	303,461	248,544
Social security costs	21,400	19,074
Employer's pension contributions	6,893	6,707
	<u>331,754</u>	<u>274,325</u>
Self employed staff	3,715	7,064
Other staff related costs (training, supervision, and	5,008	6,963
Staff recruitment	4,216	4,673
	<u><u>344,693</u></u>	<u><u>293,027</u></u>
	2017 £	2016 £

Staff costs by function were as follows:

Fundraising	62,161	46,846
Provision of counselling and support services	169,649	159,787
Administration	108,073	82,593
Governance	4,810	3,801
	<u><u>344,693</u></u>	<u><u>293,027</u></u>

The Woman's Trust
Notes to the Financial Statements
For the year ended 31st March 2017

10 Staff Costs (continued)

No employee earned £60,000 per annum or more (including benefits) during the year (2016: none).

The average number of employees during the year was 15 (2016: 12).

The key management personnel of the charity in charge of directing and controlling, running and operating the charity on a day to day basis comprise the Trustees, the Chief Executive, the Fundraising and Development Manager and the Therapeutic Services Manager. The total remuneration (including taxable benefits but excluding employer's pension contributions) of the key management personnel for the year was £116,211 (2016: £112,233).

No Trustee received any remuneration in respect of their services as a trustee during the year (2016: none). No expenses were reimbursed to Trustees during the year (2016: none).

11 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.

12 Tangible Fixed Assets

	Furniture & Equipment
Cost	
At 1 April 2016	63,934
Additions	-
At 31 March 2017	63,934
Depreciation	
At 1 April 2016	54,269
Charge for the year	4,330
At 31 March 2017	58,599
Net Book Value	
At 31 March 2016	9,665
At 31 March 2017	5,335

13 Debtors

	2017	2016
	£	£
Debtors and prepayments	531	737
Accrued income	3,738	15,664
	4,269	16,401

The Woman's Trust
Notes to the Financial Statements
For the year ended 31st March 2017

14 Creditors: amounts falling due within one year

	2017	2016
	£	£
Expenses creditors and accruals	6,768	10,186
Deferred income	49,250	25,881
Other creditors	17,717	20,183
Total	<u><u>73,735</u></u>	<u><u>56,250</u></u>

Deferred income represents funds received in advance from the Garfield Weston of £30k (2017/18 & 2018/19), East End Community Foundation of £7k (2017/18), and City Bridge Trust of £6,250 (2017/18), and Kensington & Chelsea Foundation of £6,000 (2017/18) to be spent on Woman's Trust activities.

	2017	2016
	£	£
Amount brought forward	25,881	24,653
Released in year	(25,881)	(24,653)
Deferred in year	49,250	25,881
Amount carried forward	<u><u>49,250</u></u>	<u><u>25,881</u></u>

15 Restricted Funds

	At 1 April		Expenditure	At 31 March
	2016	Income	£	2017
	£	£		£
Ajahma Charitable Trust	4,500	6,000	6,000	4,500
Big Lottery Fund – East London Counselling	19,246	97,824	104,527	12,543
Big Lottery Fund – Support Groups	8,052	107,968	109,949	6,071
Charles S French Charitable Trust	-	2,000	-	2,000
Edward & Bishops Kings Fulham Charity	-	5,000	5,000	-
Gowling WLG	-	1,000	-	1,000
Hackney Parochial Charities	2,837	-	2,837	-
Hackney Small Grant	-	14,471	14,448	23
LB of Hammersmith & Fulham	694	5,000	694	5,000
London Catalyst Samaritan Grant	528	-	528	-
Carried forward	<u><u>35,857</u></u>	<u><u>239,263</u></u>	<u><u>243,983</u></u>	<u><u>31,137</u></u>

The Woman's Trust
Notes to the Financial Statements
For the year ended 31st March 2017

15 Restricted Funds (continued)

	At 1 April 2016 £	Income £	Expenditure £	At 31 March 2017 £
Total brought forward	35,857	239,263	243,983	31,137
Lancaster Hotel	-	3,000	3,000	-
Matrix Causes Fund	-	2,520	2,520	-
South Hackney Parochial Charity	1,204	-	1,204	-
Strand Parishes Trust	840	5,295	6,135	-
Standing Together	-	5,000	3,443	1,557
The Albert Hunt Trust	-	-	-	-
The Daisy Trust	-	2,736	2,034	702
The Wakefield and Tetley Trust	5,725	-	5,725	-
West Hackney Parochial Charity	1,686	-	1,686	-
Westminster Amalgamated Charity	-	10,000	8,333	1,667
Westminster Dept for Communities and Local Government	3,543	-	3,543	-
Zurich Community Fund	-	5,216	5,216	-
	48,855	273,030	286,822	35,063

Purposes of Restricted Funds

Fund

Purpose

Ajahma Charitable Trust	Continuation of the West London Counselling project.
Big Lottery Fund	Continuation of the East London Counselling project.
Big Lottery Fund	Continuation of the Support Groups
Charles S French Charitable Trust	Continuation of the East London Counselling project.
Gowling WLG	Continuation of the East London Counselling project.
Hackney Small Grant	Continuation of the East London Counselling project.
LB of Hammersmith & Fulham	Continuation of the West London Counselling project.
Standing Together	Continuation of the West London Counselling project.
The Daisy Trust	Continuation of the West London Counselling project.
Westminster Amalgamated Charity	Continuation of the West London Counselling project.

The Woman's Trust
Notes to the Financial Statements
For the year ended 31st March 2017

16 General funds

The general funds of the charity include the following designated funds which have

	At 1 April 2015	Income	Expenditure	At 31 March 2017
	£	£	£	£
Designated Funds				
Provision of counselling service - projects	5,000	22,500	5,000	22,500
Projects - operational costs	60,000	37,500	60,000	37,500
	<u>65,000</u>	<u>60,000</u>	<u>65,000</u>	<u>60,000</u>
General Funds	138,065	339,749	301,100	176,714
Total General Funds	<u><u>203,065</u></u>	<u><u>399,749</u></u>	<u><u>366,100</u></u>	<u><u>236,714</u></u>

The designated funds have been created in order to cover project and core costs in 2017/18, in particular operational costs, supporting an initial session assessor, providing counselling services, running workshops, and branding/web development.

17 Analysis of net assets between funds

	General Funds £	Restricted Funds £	Total 2017 £
Fixed assets	5,335	-	5,335
Current assets	255,864	84,313	340,177
Creditors: amounts falling due within one year	(24,485)	(49,250)	(73,735)
	<u>236,714</u>	<u>35,063</u>	<u>271,777</u>

18 Lease commitments

At 31 March 2017 Woman's Trust had total commitments under operating leases on land and buildings as follows:

	2017 £	2016 £
Within one year	51,000	51,000
Within two to five years	111,641	162,641
	<u>162,641</u>	<u>51,000</u>

The Woman's Trust
Statement of Financial Activities
(incorporating the Income & Expenditure Account)
For the year ended 31st March 2017

19 Prior Year Statement of Financial Activities

	Note	Unrestricted Funds £	Restricted Funds £	2016 Total Funds £
Income and endowments from:				
Donations	2	159,511	-	159,511
Charitable activities	3	195,536	188,837	384,373
Other Activities	4	5,400	-	5,400
Investment income	5	397	-	397
Total income		<u>360,844</u>	<u>188,837</u>	<u>549,681</u>
Expenditure on:				
Raising Funds	6	48,664	-	48,664
Charitable Expenditure	7	308,136	209,936	518,072
Total Expenditure		<u>356,800</u>	<u>209,936</u>	<u>566,736</u>
Net Income/(Expenditure)	9	4,044	(21,099)	(17,055)
Transfers between funds		-	-	-
Net Income/(Expenditure) for the Year		<u>4,044</u>	<u>(21,099)</u>	<u>(17,055)</u>
Total Funds as at 1st April		<u>199,021</u>	<u>69,954</u>	<u>268,975</u>
Total Funds as at 31st March	15,16	<u><u>203,065</u></u>	<u><u>48,855</u></u>	<u><u>251,920</u></u>

There are no recognised gains and losses other than those passing through the statement of financial activities account. All incoming resources and resources expended derive from continuing activities.

The Woman's Trust
Detailed analysis of income and expenditure
For the year ended 31st March 2017

This page does not form part of the statutory financial statements

	2017	2016
	£	£
<u>INCOME</u>		
Grants receivable	460,796	384,373
Gifts and donations	75,085	45,692
Fundraising events	6,274	1,789
Interest receivable	237	397
Donated counselling rooms	32,225	29,290
Donated counselling services	96,840	82,740
Donated goods	1,322	-
Other income		5,400
Total income	<u>672,779</u>	<u>549,681</u>
<u>EXPENDITURE</u>		
Fundraising costs (excluding staff costs)	<u>1,808</u>	<u>1,818</u>
Direct charitable costs		
Childcard and hardship	4,545	5,538
Counselling supervision	35,876	28,463
Room and equipment hire	39,870	18,067
Volunteer training and expenses	14,618	8,449
Workshop running expenses	16,300	3,537
Donated counselling rooms	32,225	29,290
Donated counselling services	96,840	82,740
Donated goods	-	-
Initial sessions cost	2,142	1,663
Other direct costs	6,930	6,775
	<u>249,346</u>	<u>184,522</u>
Staff costs		
Staff salaries (including social security)	324,861	267,618
Staff pension costs	6,893	6,707
Staff supervision	4,248	4,394
Staff recruitment	4,216	4,673
Staff training and travel	760	2,571
Self-employed staff	3,715	7,064
	<u>344,693</u>	<u>293,027</u>
Premises costs		
Rent and rates	<u>26,286</u>	<u>41,621</u>
Administration and governance costs		
Independent examiner fees	3,300	3,600
Non capitalised equipment	825	1,149
Insurance	2,540	2,086
Membership and subscriptions	1,752	1,125
Printing, postage and stationary	3,915	2,013
Telephone expenses	5,512	6,342
IT support and maintenance	3,999	5,228
Office moving costs	-	14,723
Depreciation	4,330	4,828
Sundry	4,616	4,654
	<u>30,789</u>	<u>45,748</u>
Total expenditure	<u>652,922</u>	<u>566,736</u>
Net income/ (expenditure) for the year	<u>19,857</u>	<u>(17,055)</u>