

Charity registration number 1005884

Company registration number 02627468 (England and Wales)

LEEDS WOMEN'S AID
ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024



Every woman deserves
respect and support

LEEDS WOMEN'S AID

LEGAL AND ADMINISTRATIVE INFORMATION

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Ms M Clarke (Resigned 31/7/24)
Ms H L Daniels
Ms J M Ezard
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Charity number 1005884

Company number 02627468

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TRUSTEES REPORT FOR THE YEAR ENDED 31 MARCH 2024

Directors' and Trustees' report for the year ended 31 March 2024

The Trustees present their report and the audited financial statements of the charity for the year ended 31 March 2024. The Trustees have adopted the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" (FRS 102) in preparing the annual report and financial statements of the charity.

The Chair's Foreword

I am once again delighted to introduce the Directors' and Trustees' report for Leeds Women's Aid (LWA) for the year ended 31 March 2024. LWA has had another very successful year, and we achieved much of what we set out to do, in line with our strategic objectives and while keeping in mind that we would be moving into the final year of the commissioned contracts from April 2024.

This year saw a significant increase in our income to £4.7m, up from £3.9m in 2022-2023, ensuring that the financial position of the organisation remained strong – something that we do not take for granted when we are in such a challenging financial climate overall. Prudent financial management has seen our reserves grow to a healthy amount – within the range agreed by the Board and as outlined in our Reserves Policy – leaving us confident in our ability to discharge our duties in the event of an unforeseen reduction in or loss of income.

We often remark as a Board that we wish there was no need for our organisation and its services, however, whilst the need is so clearly there, we are committed to continuing to provide services to the highest standards to meet that need. As with previous years, the demand for LWA's services continued to grow this year and we have continued to respond to this in increasingly creative ways and through both leading and working in partnership with other organisations through the Leeds Domestic Violence Service (LDVS) and Women & Girls Alliance – Leeds (W&GAL) consortiums.

At the end of the financial year that this report and audited accounts deal with, the country was looking towards an unexpected general election, and along with the rest of the sector, we were interested to see the direction of travel for the Violence Against Women and Girls (VAWG) sector. We are delighted the new government has committed to halving violence against women and girls within a decade. As an organisation, we look forward to being part of this narrative in the coming years. We will continue to work collaboratively with the West Yorkshire Combined Authority (WYCA), Leeds City Council (LCC) and West Yorkshire Police (WYP) in service of this commitment, and with a particular focus on the night-time economy and we hope to be able to continue to provide innovative services such as the Women's Night Safe Space, which has supported well over 1,000 women since it began and has garnered a high level of praise from many as well as media attention and featuring on BBC News Look North.

We are extremely proud of the start of a major project to build a new Children and Young People's (C&YP) Hub; an idea that came from feedback from some of the children and young people who have spent time in our refuges with their mothers. The idea for the hub and what it will provide for children and young people who are being supported within the refuges has resonated with a number of individuals and organisations, and we are well on our way to meeting the target amount set for the build. The projected timeline for completion of the hub is late 2025.

Work on the overall strategy and specific strategic objectives continued through the year and were further refined by the Board. Detailed information regarding progress against the objectives can be found in the full report. We continue to be committed to the strategy in service of our overall aims and a belief that all women and children should live in safety, and free from abuse and fear.

On behalf of the Board of Trustees, I would like to thank the entire staff team and volunteers for their hard work and dedication throughout the year, especially during some particularly challenging times. As ever, I would also like to offer sincere thanks to each and every one of LWA's supporters and donors. We have had an incredible response to some of our campaigns and for which we are incredibly grateful, as much of our work would not be possible without these generous donations, both of time and money. We are excited to continue our work and to develop the organisation over the coming year and beyond.

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Executive Summary

1 Our Provenance

LWA was established 52 years ago in 1972 by committed feminist activists wanting to support women and children experiencing and living with Domestic Violence and Abuse (DV & A). In 1973 we opened the first refuge outside of London which was the second in the whole of the UK. LWA is now the largest women's charity in Leeds. It is an incredible honour to be able to celebrate over 50 years of delivering such amazing lifesaving services. We are very proud of what we have achieved and pleased to outline our future plans.

"Thank you so much for being there to support women who need it; without any biasness; irrespective of skin colour, ethnicity, race, religion, creed or age. LWA has given us more than what we could have ever asked for, furniture, lights, clean water for drinking, hot and cold water for bathing, tub, shower, cupboards, side tables, reading lamps, wardrobes, clean beds, blankets, duvets, pillows, cutlery in the kitchen, washing machine, dryer, storage for our belongings. This list is endless."

"I have become more confident. I am able to go out freely without being controlled. I can now make my own decisions and can now use my phone and learning how to use a laptop. I am a very strong woman now and I can provide for my children. I am happy now and so are my children."

2 What We Do?

We provide a comprehensive and wide range of services to support women and children experiencing and living with DV & A and are also a leading voice for individuals and our sector to end VAWG.

Much more detail is included in this report and on our website: www.leedswomensaid.org.uk.

This financial year 2023/2024 resulted in a record income for us, following additional funding from three main sources:

- The Department of Levelling Up, Housing and Communities (DLUHC) as part of New Burdens Funding, established by the government in response to the Domestic Abuse Act.
- WYCA
- Ministry of Justice (MOJ) funding for our DV & A work.

This meant we could plan to further increase and develop services, but also importantly invest in our current, mainly accommodation based, offer. This funding continues through to March 2025. Additionally, we achieved funding from the UK Shared Prosperity Fund for our work leading the Women Friendly Leeds movement in partnership LCC.

3 How We Do It?

The additional funding has enabled us to increase our staff numbers and deliver more services and reach more women and children. Again, our contacts, through our first point of contact services, increased to record levels, see section 3.1 of the main report.

Our people remain our greatest asset and strength, and we support, develop and invest in our teams. Together, we deliver lifesaving services that we know are needed and we also lead the agenda for ending violence against women and girls, ensuring that women and children's voices are heard across the City.

4 Fundraising and Finance

This year has been a remarkable year for our charity, expanding our services, increasing our income and our reach, and continuing to diversify our work. Our partnership work has gone from strength to strength and our reputation in thought leadership and influencing social change is intensifying.

During this year we launched our ambitious C&YP Hub project, aiming to raise over £300,000 to build a state-of-the-art Hub for our children and young people who live in our emergency accommodation. The idea for the Hub originated from our beneficiaries in December 2022 and they are at the forefront of its design. During this financial year we created a project board, with many trades giving us thousands of pounds worth of pro bono time and expertise, we launched our

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public appeal, received huge amounts of publicity and started our capital fundraising scheme. We are aiming to have this built by late 2025, and will be reporting progress on a regular basis.

As to our overall financial position, see section 5.9 for more detail but in summary we:

- Increased our income to £4,791,694.
- Delivered a surplus of £365,782 in 2023/24.
- Maintained a level of unrestricted reserves of £797,156 compared with a policy level of between £710,000 and £818,000. During the year, we used some designated reserves (£25,267) by investing in the initial development and fundraising campaign for the C&YP Hub.
- Due to the expansion in this year, an amount of £75,000 has been designated as a general contingency for the next financial year, with an additional £25,000 contingency should we need to support the C&YP Hub.

5 Governance and risk management

Our governance structures are well defined and work well. Our redefined board-led committees: People and Organisational Development Committee, Finance and Governance Committee and Fundraising, Marketing and Social Media Committee, are driving our strategic objectives forwards.

The Board ensure that risk management is regularly considered and our risk register is fit for purpose.

6 Our future

LWA's strengths are in delivering excellent services, leading collaborative partnerships, developing new and innovative services and having strategic influence locally, regionally and nationally.

This year has seen another increase in demand for LWA's services, both in our stand-alone services, and in leading the LDVS projects.

Additionally, we are continuing to work in partnership with the W&GAL and Women Friendly Leeds (WFL) to introduce new services and improve influence across the City in line with our strategic objective to be a leader of, and a voice for, women-centred support in Leeds and surrounding areas.

The Board has revised our strategic objectives and has been working with our Senior Leadership Team (SLT) to:

1. Evaluate and report on the performance against our strategic objectives.
2. Work with LCC commissioners on extending our LDVS commissioned services from April 2025 for a further three years to March 2028, covered in more detail in section 5.1.
3. Continue to develop our people, both staff and trustees, ensuring that they are supported, developed and invested in.
4. Continue our work on equity, diversity and inclusion, with our forward focus on mental health and supporting staff.
5. Create strategies to mitigate the financial and social challenges facing the country and charities in respect of the continued impacts of the cost of living crisis, political changes and the uncertainty of future government funding.

The Board and SLT are determined to build on the successes illustrated in this report and do even more to deliver on our beliefs that:

- All women and children should live in safety, free from abuse and fear.
 - Every woman and child have a voice and should be empowered, inspired and listened to.
 - Women centred support is powerful and improves the lives of women, men and children.

These beliefs are the major driver for why we do what we do and provide the inspiration to our staff, trustees, volunteers, funders and supporters.

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1 Purpose and Impact

1.1 Summary

LWA was established in 1972 and therefore celebrates its 52nd year in operation. It was formed by committed feminist activists wanting to support women and children experiencing and living with DV & A.

LWA is the largest women's charity in Leeds and although the scope of our work and activity has developed, supporting women and girls who have multiple and the most complex of needs through our partnership work, and additionally, coordinating some services to men and transmen through our commissioned services, we remain committed to our feminist approach and the client groups with whom we work. We continue to provide a range of the very best services for vulnerable women and families who are victims and survivors of: domestic, sexual & honour-based violence and abuse; forced marriage; trafficking; stalking and harassment.

LWA continues to be the lead agency in the local authority commissioned LDVS Consortium and the W&GAL, leading on the National Lottery Community Fund and UKSPF funded projects. LWA also continues to lead on various other partnership initiatives around voice and influence and women and girl's safety.

LWA is leading the LDVS consortium in the 7th year of the 8-year commissioned contracts, being responsible for the quality and performance of all services that are delivered in partnership. LWA is responsible for the delivery of the commissioned LDVS emergency accommodation and refuge provision, the Independent Domestic Violence Advocacy (IDVA) service, the 24/7 helpline, and various community-based services.

In addition, LWA continues to deliver our flagship independent refuges, and offers community development, police control room consultation and support, on-line live chat support, healthy relationship and staying safe programmes and activities, support for women with multiple and complex needs and continues to deliver the newer partnership projects such as Ask for Angela and the Women's Night Safe Space.

LWA supports women and children predominantly from Leeds and the Yorkshire and Humber region, but also often works with women from across the UK when safety issues arise.

The continued DLUHC funding has enabled us to continue to lead, develop and expand the large multi-agency partnership on behalf of LDVS. This includes the Sanctuary Support Team (SST), as well as the LDVS Voices project, working collaboratively with partners to obtain and share the views of victims-survivors of DV & A across Leeds from a range of people and communities, including women, men, LGBT+ people and children and young people.

We continue to be the charity of choice for many individuals and organisations, developing our work with individual and community fundraising, along with working with corporates to develop lasting relationships.

In summer 2023, we launched our capital fundraising appeal for a new dedicated C&YP Hub which will be based at the commissioned refuge. The Hub is an exciting and innovative project and will make a huge difference to lives of children and young people who have been impacted by domestic violence and abuse.

From April 2023 to March 2024 we supported over 107 children and young people in refuge settings, with almost every adult accessing the refuge service having one or more children who have witnessed or experienced the trauma of domestic violence and abuse.

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We want to break the cycle of abuse and ensure children in our refuges can access support to overcome the trauma of abuse. We report on this in section 2.5.

From April 2023 to March 2024, the numbers of calls to our helpline continued to increase, surpassing previous peak levels and last year's record. Total calls and short-term work reached almost 7,742 for the year. Requests for our refuges continued to soar, but we can rarely admit more than a fraction of those that make enquiries or we receive referrals for due to a lower number of transfers to alternative accommodation.

LWA continues to show leadership and strength in the sector, working hard to increase funding to partners to help influence positive changes. We have ensured that our LDVS partners, and other organisations that we've brought into the large LDVS-led consortia projects, have received further funding. We also continue to show generous leadership with the W&GAL, sharing information, ideas and opportunities. As one Alliance partner said *"Thank you for always being so thoughtful and generous with your time and knowledge. It really means a lot and makes a genuine difference to us."*

1.2 Highlights

We have continued our collaborations with the WYCA and LCC, regarding reducing VAWG, particularly in relation to streets and parks, and the night-time economy. In addition, we started our work funded through the UKSPF.

LWA has been instrumental this year in working with partners in the Domestic Abuse Local Partnership Board, VAWG Board, Domestic Abuse Voice & Accountability (DAVA) Forum and Safer Leeds Executive, to raise awareness and action regarding both VAWG and domestic abuse, including increasing the number of victims-survivors voices that are heard and acted on.

Our work leading the SST continues to create national conversations and shows how we can holistically support people from different backgrounds and communities whilst making their properties more safe and secure. This year we added a further post, working for the first time in partnership with Age UK, to offering dedicated support to women over 50 who experience DV & A.

We have made huge advances in working with victims-survivors in our DV&A Voices project, in ensuring that their voices are heard and that their lived experience is used to influence real change in the City by stakeholders, commissioners, decision makers and planners. The Voices project started a huge conversation with West Yorkshire Police, supporting victims-survivors to engage with senior police officers to listen to their experiences in order to help enact change.

We are also delighted with the work our expanded C&YP's teams are doing both in refuge and in the community, and have a section dedicated to this work in 2.6 below.

1.3 Progress on strategic objectives

Our strategic objectives remain central to our deployment and impact during this year and we have refined our strategic objectives and extended our strategy to 2026.

This year saw us refine our strategic objectives to four, focussing in on the areas of most importance to us. Recent progress against each of them is reported on below.

1.3.1 To be a leader of, and a voice for, women-centred support in Leeds and surrounding areas

This objective from previous years remains key through to 2026, as it focusses our attention on how we can help to lead our sector in improving our combined and collaborative voice and improve the lives of women and girls in Leeds.

We are a 'leader' in two different ways – "Leadership" in relation to being formal leaders of consortia, attending meetings, being an expert and voice of the sector, and "Generous Leadership" which is equally important to us and involves pro-bono work, supporting smaller organisations and using our time and resources for the benefit of others.

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Examples of our Leadership this year:

Increased awareness of the W&GAL and the work we are doing, in particular, consultations with young women on spiking, which will lead to a report with three 'asks' to be shared in August and September 2024 with partners, culminating in a Leeds wide focus on reducing the levels of, and fear of, spiking.

We have been leading on voices and influence work of women who have experienced DV & A, leading on domestic abuse strategy, ensuring that stakeholders recognise that it has to be driven by voices and victim-survivors experiences.

On behalf of W&GAL and the third sector, LWA led on our partnership work with LCC and WYCA for the UKSPF to shape it to focus on women and girls' outcomes.

Towards the end of the financial year, we started to work within the Northern Training Consortium, funded through the MOJ, to deliver a series of monthly lunch and learn sessions for front line staff who work with victims-survivors of sexual violence and abuse. Our role is to deliver sessions for Yorkshire & Humberside, so we brought in some of our local colleagues, including Support After Rape and Sexual Violence Leeds, Kirklees, Calderdale & Wakefield Rape and Sexual Abuse Centre and Bradford Rape Crisis to deliver expert, creative and engaging training sessions.

Examples of Generous Leadership this year:

Our CEO shares relevant opportunities with colleagues, particularly through the W&GAL, including sharing the details of the CCLA deposit fund, which improves financial security by spreading investment risk, and also provides income from interest.

Our CEO started to work with one of our very small partners in the W&GAL to help them redesign and take forward their strategy, and to create a new post of CEO/Director. This was started in this financial year, but is continuing. LWA are helping with the project management, HR, advertising and recruitment work.

1.3.2 To be a great place to work where people can develop and grow and our values, including equity and diversity, underpin what we do and how we do it.

This newly updated strategic objective has been driven by our desire to be an employer of choice and to create development and leadership opportunities, and effective succession planning.

Due to our expansion we have continued to invest in our people and in our people department, having expertise in-house to lead on a people and culture strategy along with learning and development. This has just begun and we will report further next year.

We are proud that many of our front-line staff have started with us through casual relief work, and then progress to become employees. Additionally, due to successful succession planning and leadership and development training, over 70% of our team leaders and managers are promoted in-house.

We have started our programme of mandatory anti-racism and neurodiversity training for staff and trustees, and had our first ever internal staff conference for May 2023 focussing on these two main issues, having external speakers and staff experiences, along with staff awards nominated by the staff themselves. Our recent staff survey showed that 90% of staff felt that they were comfortable talking about their background and cultural and personal experiences with their colleagues.

Our staff-led Wellbeing Committee goes from strength to strength and has begun organising our next staff conference specifically around mental health, to be held during Mental Health Awareness Week. For the second year, we will also have the following staff awards celebrating our committed and passionate staff. Colleagues will nominate who they think exemplifies the best of our values:

- **Above & Beyond Award (Be Exceptional)** – someone who consistently strives to give their best to LWA, their colleagues and everyone they come into contact with.
 - **Everyday Hero Award (Be Courageous)** – someone who moves out of their comfort zone to accomplish something they believe in or to achieve personal growth.
 - **The 3 Cheers Award (Be Inclusive)** – someone who gets the best out of me/others by always being available to listen, include and offer support.
 - **The High Five Award (Be Inspirational)** - someone who continuously works on building and maintaining trust within the team.
-

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- **Helping Hands Award (Be Responsive)** – someone who is the first to put their hand up and support a project.

1.3.3 To be an organisation that innovates by identifying and investing in opportunities ensuring long term sustainability and stability.

This year's income was over £4million and marginally above that budgeted. However, as for many charities, the next few years will be a challenge with the political landscape being unclear, and the hope that government funding will increase due to the huge demand on the sector.

We plan to invest in the Fundraising and Marketing team to increase funding opportunities, including individual giving, events and activities. Our strategic aim emphasises the need to be challenging and courageous in diversifying our reach and our funding.

By investing our time on developing corporate partnerships, we have received an increasing number of 'Charity of the Year' nominations.

1.3.4 To reflect on and assess how our accommodation offer impacts clients in Leeds and to explore opportunities to enhance high quality accommodation provision.

This strategic objective is our most challenging, but one we find inspiring and very relevant to our values. Our current provision is excellent, innovating and lifesaving. A review of our accommodation offer shows that we work hard to ensure that the emergency accommodation offer we have is a welcoming space for people from a range of different backgrounds and we promote and support timely move-on for victim-survivors when it is safe for them to do so.

Staff are trained in sex-based and gender-based violence and have a clear understanding of sex and gender inequalities. Whilst our safe accommodation and support is provided predominantly to women and girls, due to them experiencing disproportionate levels of violence and abuse, our teams do recognise that DV & A can impact people of any gender, and therefore some of our dispersed accommodation offer is open for people of any gender, where appropriate. The approach we take and the specialist training that staff benefit from allows us to adapt and implement support that is relevant and personal to individual service user's needs, thus understanding the complexity of historic and current inequalities of power balances that exist in society. We also need to differentiate between a wide range of backgrounds, ethnicities, beliefs and cultures. For example, we have recently delivered awareness sessions with our service users discussing human trafficking, impacts of forced-marriage and Female Genital Mutilation practices and safety measures with regards to children and young people visiting families overseas, and also within the UK.

Our teams work effectively and proactively with external agencies via partnership working, to address multiple needs of victim-survivors from a range of different backgrounds. This is to ensure wrap-around multi-agency intervention and support throughout their stay. This also ensures appropriate continued support is in place for when service users exit our service and in case any potential safe measures or options are required if repeat violence or abuse occurs. These key support areas relate to housing, health, finance, legal, employment, education, religious or ethnic beliefs, language, community or cultural activities and learning. This is both on an individual basis and on a broader basis, for example work we deliver with the Hamara Centre, local mosques or temples who provide refuge families with weekly donations of dry and culturally appropriate food. We also provide access to support via women-focused agencies for immigration advice, educational learning or access to employment, often providing first-time opportunities.

Currently we have four accessible units for service users who require physical support and access. This may also often entail working alongside statutory services to ensure we do meet the individual needs of all disabled service users. This could be access to additional aids, movable/fixed adjustments within the home, referrals to Occupational Therapy assessments, support with hearing or sight impairments and further linking in with external agencies who deliver specific additional support. This coincides with relevant safety planning, risk assessments and Personal Emergency Evacuation Plans (PEEPs).

We are committed to breaking down barriers whereby cultural sensitivity and inclusivity is at the forefront in everything we do. We continually aspire to identify that our accommodation respects and acknowledges different cultural practices, neurodiversity, traditions and community pressures. We deliver this by providing individual responses to all of our service-users accessing support whilst also factoring in an understanding of any additional difficulties for victim-survivors being able to escape DV & A. Within our accommodation, we also provide practical items such as furnishings, cultural items or similar. For example: lotas, tawas and other cooking utensils, prayer mats and religious/holy texts are also provided in first-languages.

Welcome packs are provided for each service user accessing accommodation which is age relatable and specific to different backgrounds, including for children and young people. These welcome packs outline the services we offer,

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service expectations during their stay, information about local services and relatable service user feedback or experiences.

For children and young people, age appropriate toys and services are provided during their stay. These include activities that raise awareness of DV & A, identifying the differences between unhealthy or healthy relationships, providing a safe space for learning, voicing their experiences as a victim, understanding parental relationships/dynamics, answering questions they may have at their stage of development and also to provide an opportunity to have fun with other children and young people of their age through play. Support plans and safety plans are additionally created with children and young people that are relevant to their own individual needs with regular one-to-one support provided by specialist children and young people's workers.

'Move-on & Resettlement support' is at the forefront of support planning and often starts when service users initially access safe accommodation with us. This usually takes some time to bring to fruition, hence resettlement and housing options are discussed in initial support planning, where support workers guide service users with their options and identify goal-setting objectives during their stay. This may include a number of housing options including social, private, return to home (if it's safe to do so and with safe provisions put into place) or on occasion purchasing new homes for the first time.

Our Housing Management and DV & A Support worker teams use this information to develop individualised 'Move-On & Resettlement' plans with service users. These plans are usually implemented when it is appropriate to recovery i.e. as soon as the service user feel emotionally, psychologically and physically able. It is paramount that they feel they are sufficiently recovered from the trauma, experiences and impacts of fleeing domestic violence and abuse. Once developed, these plans are reviewed every 6-8 weeks and coincide with needs assessed and survivor-led support plans and risk assessments.

Service users are given realistic and achievable advice. All housing options are considered to open a variety of pathways forward and these are reviewed together on an ongoing basis. Staff support service users with understanding and completing multiple housing applications, encourage active & regular weekly bidding, applying for bond assistance or funding to support tenancy move-on, search for private rented accommodation or to consider any alternative accommodation that may support their individual needs i.e. ongoing supported accommodation, sheltered accommodation etc.

Our Housing Management team are constantly looking for access to move on properties through Registered Landlords and Private accommodation providers by establishing and sustaining effective partnerships and attending meetings or housing forums to deliver/present information about the work and services that we deliver, whilst highlighting the paramount need for move on, turnover of refuge provision and the overall purpose of offering safe accommodation to all victim-survivors at heightened risk/crisis point.

Service users who identify as requiring additional support with immigration barriers or access to No Recourse to Public Funds (or similar) are provided guided support in accessing legal immigration advice. This specialist advice is often sought prior to and then during their stay. DV & A support workers will attend these meetings with service users and make necessary arrangements for travel to/from these meetings often paid via funding obtained to support overcoming the barriers.

Often our service users have never lived alone. Throughout their stay with us and throughout their 'move-on and resettlement' support (up to 6-8 weeks exiting refuge) they are provided with continued guidance to enable successful independence, empowerment and to set down links within their new communities. This is often delivered in a variety of ways depending on the needs of the service user, and can include funding for deposits, provision of furniture, essential white goods, household items and advice to understand tenancy management, paying bills or managing finances. Information about local services, community support and partnership links are created or offered. This helps to ensure that the move is sustainable and does not re-trigger trauma but mitigates transferable mirroring of experiences of when they fled from domestic violence and abuse.

During this time our support to families with children and young people will also continue as we are aware that this transition can also be a trigger or another trauma for them too. The wrap around support from the very start of their stay within refuge to the exit point from our services helps families with stability, at a significant time of heightened stress.

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Additionally, all service users are offered a programme named 'Staying Safe' (currently funded externally) which helps victim-survivors to recognise and recover from domestic violence and abuse and their individual experiences. Importantly, it also helps each service user to recognise signs of potential domestic abuse and violence and to know as far as possible how to prevent this happening again. The Staying Safe programme aims to help families to avoid getting into a cycle of domestic abuse and ensure a safe, secure home. It is currently being delivered in three community languages (English, Urdu and Polish) via groupwork and on a one-to-one basis. Where appropriate, both English and non-English versions are delivered for greater interaction and understanding.

Our children's team additionally deliver the 'You and me, mum' programme which aims to empower and support survivors in furthering their understanding of their role as mothers, address the needs of their children and young people who have lived with or are victims of domestic violence and abuse. It empowers mothers to empower themselves and their children during recovery and to hopefully move forward successfully.

Along with our current offer, we are also looking at how we can develop and expand our accommodation services due to the huge lack of housing properties in Leeds and throughout the UK. Our Housing Management Coordinator is working hard in partnership with a wide range of housing related stakeholders to consider our future develop of accommodation.

We are exploring options of working with affordable housing associations and planning to buy some of our own accommodation like other refuge providers have started to do.

2 Achievements and Performance

LWA continues to grow from strength to strength and our impacts are being felt across the City and the wider UK. Some specific achievements are:

2.1 Staff Engagement and Commitment

Recruitment continues to improve and we have seen some great additions to our staff teams. We are pleased that we continue to recruit, induct, support and invest in new and existing staff.

LWA has a challenging Equity, Diversity and Inclusion Policy to ensure that LWA treats all staff, colleagues in other agencies and service users fairly and in a way that encourages them to feel included in LWA's activities and goals and to encourage all members of staff to achieve and maintain a high standard of conduct, especially in relation to the treatment of colleagues and service users who may not share their ability, age group, ethnicity, gender, marital status, religious beliefs, sex, sexual orientation or any other protected characteristic as laid down by legislation.

Staff engagement remains high, and we are particularly proud of how we have prioritised working together to put anti-racist practices and neurodiversity firmly on our agenda this year, along with wellbeing and support for mental health.

In a recent staff survey, 100% of staff say they are committed to the values of LWA, 93% know where to access relevant information to support their wellbeing and 85% feel accepted for who they are.

2.2 Awards and Recognition

Our Access and Assessment Team (AAT) were nominated for two national awards at the Helplines Partnership Conference for 'Helpline of the Year' and 'Mentor of the Year' which is an incredible achievement considering it was our first year of attaining the Helplines Partnership Standard.

Our Sanctuary Support Team (SST) were highly commended this year for "Diversity Project of the Year" at Leeds Compassionate City Awards 2023.

In March 2024, the SST commissioner's fed back that the SST were mentioned in the Domestic Abuse Safe Accommodation National Expert Steering Group Annual Progress Report.

Following the success of us winning the Horsforth Christmas shop window competition 2022, we came a fantastic 2nd place in Christmas 2023.

Our Chief Executive, Nik Peasgood, was nominated for a national Police VAWG award at the national policing recognition event for co-chairing the West Yorkshire Police VAWG Independent Advisory Group. She didn't win the national award but won the regional award for Rising Star.

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Nicola Marlow, our DV&A Voices Projects Manager, was also nominated for an award at this year's Police VAWG awards in the category of Victim centred and collaborative working. Results in the next annual report.

Nik was also selected as a shortlisted nominee for the West Yorkshire Policing Awards 2024 in the VAWG – The Mary Ethel Danby Award category during this financial year - outcomes in the next annual report.

2.3 Business Partnerships

We continue to maintain and develop valuable business and community relationships. Support includes money raised from fundraising activities, business grants and in-kind support.

"LWA was overwhelmingly the choice to be our Leeds Office Charity. We recognised the amazing work that the charity does to support people affected by domestic violence and raise awareness of the ongoing importance of this issue. Everyone in our Leeds Office was keen to provide their support – whether that was through fundraising activities like canal walks and 10K runs, or by donating clothing to the LWA shop."

- **Bevan Brittan LLP**

"Eversheds Sutherland Leeds have been proud to support Leeds Women's Aid over the past four years. It's important for us at Eversheds to be involved with local charities, the sharp rise in incidents of domestic violence during COVID brought the invaluable work of LWA to our attention. Domestic violence awareness is now part of our Gender Network and we will be a longstanding partner to LWA by raising awareness of this issue among colleagues and the wider community as well as fundraising to enable its work to continue for those in need."

- **Eversheds, Leeds**

2.4 Our Refuges

Our refuges are committed to providing the best service to our residents as well as meet our obligation for the health and safety of our residents and to achieve and exceed where possible the Decent Homes Standard. Housing contributed in the following ways:

2.4.1 Housekeeping

Our housekeeping team have worked tirelessly to ensure the refuges remain in good condition, clean, welcoming and responsive to the needs of residents and the organisation. They worked to affect a 3-way move between 3 refuges to enable a resident due to have a baby, another with a toddler and a third client, to move to a more suitable unit. This involved cleaning, carrying out void repairs, restocking and dressing each unit simultaneously.

As well as working with staff they respond to individual residents to ensure they have the right cooking utensils and crockery and provide a welcoming toy in children's rooms.

They collect food donations from Sainsbury's supermarket weekly and Hamara warehouse and distribute it to our clients. They also arranged for a stock of religious books and prayer mats in the refuges so they are available to clients upon request.

2.4.2 Contractors

We use various trades to carry out repairs to our units. As a feminist organisation and working frequently with vulnerable women, we felt that we should also encourage female businesses and partners. We sought to increase the number of female contractors with whom we work and welcomed 2 new female led maintenance contracting companies onto our books for domestic plumbing and electrical work.

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2.4.3 Health & Safety

We have had a renewed focus on Health and Safety over the past 12 months. Areas actioned from fire risk assessments included working with our landlord to update the emergency lighting and fire doors at two of our schemes. We arranged three sessions for fire warden training for our staff, which will be repeated regularly for new staff and as refresher training.

2.4.4 Household Support Fund

We have been successful in obtaining increased funding through the Household Support Fund which was to be used to address energy and water costs for residents. The funding allowed us to give 12-weeks' relief from Personal Service Charge payments for each of our residents. Personal Service Charge payment covers the cost of utilities that the individual household uses which can't be claimed from Housing Benefit, and due to the cost of living crisis and huge rise in utility costs, these payments were very essential.

We were also able to distribute food vouchers for all families in refuge, giving amounts in relation to their requirements, along with purchasing a range of essentials linked to energy reduction which helped to address general health, health and safety and allowing residents to be more energy efficient, thus also reducing costs

2.4.5 Kitchens

The main commissioned refuge was surveyed and plans drawn up to install new kitchens. Staff were able to review and change the plans to improve storage and work areas in some of the kitchens. The staff will help to coordinate the work being carried out.

2.4.6 Wi-Fi and telephones

We are also getting ahead of the analogue shutdown by installing a new phone system and improving access to Wi-Fi in our units and offices.

2.4.7 Impacts

Regular awareness sessions and interactive activities have been introduced within our main site commissioned refuge during the past year engaging with residents in a group setting benefitting from the following sessions.

Creating awareness around DV & A in a group setting (additional to one-to-one support and the Staying Safe Programme). This has been welcomed by all, with a much greater number of attendances from our residents. These sessions have been taking place each month with facilitation delivered by our trained DV & A refuge support workers. This has introduced an additional safe space for peer support and supportive mechanisms from our service to educate and explore topics that meet the identified needs of our residents.

Additional needs have been considered in the delivery of these sessions such as creating awareness, understanding and delivering guidance on coping strategies. Examples of sessions delivered this year are:

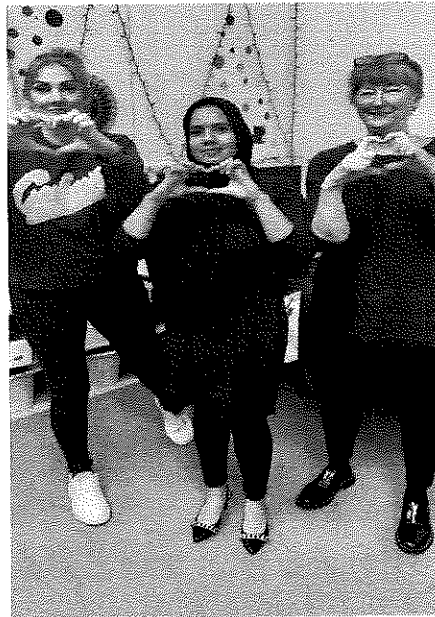
- **Dry January** - Having open and confidential discussions around dependency, binge-drinking, safe levels of alcohol use, how we can look and explore the benefits of reducing, actively implementing safe drinking and how to respond and support others with dependencies.
- **Human Trafficking, Modern Day Slavery and Exploitation** - Covering the signs, effects and impact of being trafficked on the victim-survivor and families along with services and support that is available within our communities. Understanding the main types and key principles of trafficking, legislation and criminal support measures around exploitation, discussing myths and misconceptions and understanding the concepts of force, coercion, abuse and power or position of vulnerabilities.

Following the session all clients are provided with a brief toolkit of information to take away and can be used during support sessions with their DV Support workers.

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The teams also arrange large and small get-togethers for refuge families, including celebrating International Women's Day on 8 March, where staff wore purple, green and pink and took part in activities with residents. The theme was Invest in Women: Accelerate Progress and Inspire Inclusion. All were involved in creative art work with clay which everyone enjoyed and welcomed as an alternative method of expression. Our residents were encouraged to reflect on inspirational and positive quotes to add to personalised plaques they had made. Resident feedback showed that they really enjoyed participating in these activities, were inspired by the learning and felt empowered by discussions around all inspirational women and women who are making an active change in our society.



The teams have been working in close partnership with Hyde Park Source and we are in the initial stages of implementing a Women's Gardening Group just for our resident women to give an opportunity to develop friendships and peer support, and do something that they are really passionate about as a hobby.

Maui Thai Self-defence hosted a class in honour of Leeds Women's Aid which was really supportive, and raised £200.

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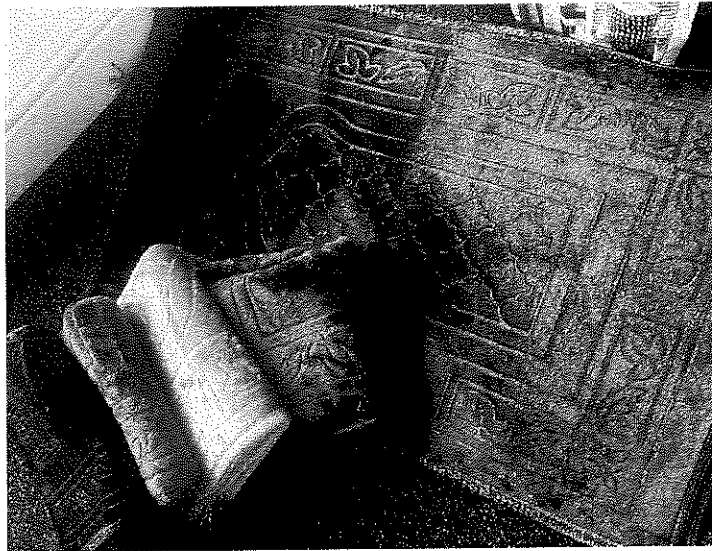
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The teams have successfully supported multiple residents with access to the Home Office's 'Future Fund' by completing individual applications to provide greater opportunities in residents move-on plans. For example, the team supported a resident to access the Fund which enabled the family to return home to Romania so that they could be near family, friends and support networks, where the family expressed they felt most comfortable to start their lives again.

Eid Celebrations continue to take place each year. This year the teams hosted activities across all refuge sites, which were well attended. Activities included various games, sharing of cultural foods and many fun activities for the families.



Our Muslim families had a great Ramadan this year and during fasting periods our teams adapted communication and welfare call timings to support families with sleep schedules and altered commitments.



Teams are in the process of identifying differing cultural heritages and will be implementing further celebrations, understanding of inclusion and creating awareness of multiple communities who reside within our refuges and Leeds.

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2.4.8 Training

We have welcomed a number of new employees and relief workers to our refuges over the past year. All have been involved in completing shadowing of key roles and participated in relevant training facilitated by our team leaders outlining service deliveries. For example, a 'Q&A session' was delivered by our Refuge Team Leader and further shadowing was introduced so new colleagues could apply their learning into typical scenarios that arise. The 'Q&A session' covered aspects such as 'about the services we deliver', 'types of DV & A experienced by our current residents', 'awareness of survivor voices by delivering real-life examples of experiences of DV & A' and details of programmes, interventions and meetings delivered within the refuge.

Other best practice training has taken place, e.g. – Internal Safeguarding Processes, Understanding and delivering Professional curiosity, Inclusion and Anti-racism, and Understanding Neurodiversity.

All teams have been involved in attending one of our partners training sessions to help increase knowledge and ensure best practice in their support delivery with residents. The teams have been attending Forward Leeds training courses on understanding, responding and supporting alcohol and substance misuse or dependencies.

2.4.9 Partnership working

Our refuge teams have regularly been engaged in partnership working with a number of local services in and around Leeds. This is to provide support and guidance with residents during their stay, whilst also creating additional pathways of support for future purposes. This delivery is always with a person-centred approach focusing support on the needs of individual clients specifically. A few examples include:

Leeds Mental Wellbeing Service (LMWS): the team have been supporting residents to access specialist LMWS support for their mental health and wellbeing. Our residents have been engaged in a number of interventions including access to online groupwork, one-to-one talking therapies and telephone support. The psychological themes that are discussed primarily relate to increased anxiety, stress, insomnia, depression, impacts of circumstances, fear of change and uncertainty. The team have also created referral pathways with Single Point of Access (SPA) for immediate crisis mental health support relating to suicide prevention.

Hyde Park Source: the C&YP team continues to work alongside the LCC Healthy Holidays Scheme providing activities to our families, including creative arts, outdoor activities like gardening or sports. They have been promoting healthy eating, discussing budgeting options and affordable food options to support all families impacted by the cost of living i.e. increases in the cost of food products, consumer inflation etc. Throughout the Christmas period, Hyde Park Source offered all families in refuge an opportunity to come to two family sessions at a local church. This provided families with a Christmas themed meal and a food hamper to bring home.

Teams have built a great partnership with a local perfume business who were looking to work with a charity within Leeds. On request, they are providing prayer mats, Qurans in Arabic, Persian, English and other languages to our residents.

We have also developed another great partnership with Santander Bank who have been providing financial budgeting and awareness training sessions to all staff. This ensures knowledge of financial aspects is current and equips our staff with the ability to share their knowledge with our residents which enables them to manage finances effectively.

Our residents are receiving regular weekly donations of food and ready meals from a company named 'Cooks' who have chosen to support LWA. This has very much been welcomed by all families.

2.4.10 The Out of Hours (OOH) Team

The team continue to answer the helpline and support clients in refuge whilst taking care of the refuge building outside of normal office hours, leading to huge numbers of positive feedback and compliments. Many people need or chose to contact our helpline out of office hours, due to work, family commitments, ability to speak for longer amongst some of the reasons. Our OOH team are so essential to the services we offer. Not only are they based in person at our main site commissioned refuge, but they offer direct support and help to our 43 families at any time of day or night.

The team leader successfully completed her Institute of Leadership & Management level 3 qualification. She has trained all the refuge team leaders and the DV & A support workers to increase the number of staff able to support the helpline and to improve the workers confidence and skills. Many of the workers support our LDVS Access and Assessment Team (AAT) during particularly busy periods, creating incredibly positive feedback and partnership work.

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There have been residents at high risk with complex needs at refuge sites where the OOH team have gone to support in person, working over and above their contractual obligations to create and develop valuable partnerships with other agencies e.g. police, paramedics and Community Mental Health Teams (CMHTs).

A client in refuge thanked an OOH worker when leaving as she helped her daughter create a CV and this made a real difference towards her future opportunities.

A client in refuge was grateful to another OOH worker for supporting her and her daughter when she was going through a Mental Health crisis.

2.5 Service User/ Victim-Survivor Feedback for refuges and safe houses

"I have become more confident. I am able to go out freely without being controlled. I can now make my own decisions and can now use my phone and I'm learning how to use a laptop."

"I am a very strong woman now and I can provide for my children myself. I am happy now and so are my children."

"This service has bought me so much peace, serenity, hope and freedom."

"It really helped to get the extra rest on a morning as I would stay up to pray, the staff really supported me by working to calls and sessions around the timings of my fasting, as it is was very important for me to be able to spiritually reconnect."

"Thank you, honestly. I don't think I could have gone through this process of applying for PIP without you. It has been perfect. Thank you for all for your help. I really appreciate."

Letter from an ex- resident

Dear all, Leeds Women's Aid entire staff,

I've come to Leeds refuge as a 36-year-old woman with a six-year-old son, devastated, shattered, hopeless, isolated, completely alone on the 4th Aug 2023.

Today, I have received my results for the General Pharmaceutical council (GPhC) assessment and I have passed. From the 15th December 2023 I shall be on the register as a registered pharmacist.

My heartfelt gratitude to the entire team of Leeds Women's Aid. I have been able to do this with your support. You all gave me a shelter, a safe space for myself and my son, a conducive environment for me to study for my assessment. You helped me with stationery for my studies. You all have given me a new life, a new vision, everything I could have ever asked for. You gave my son after school club, so I could spend that time studying. You have given me more than I could have asked for.

Thank you is not enough, yet I'm expressing thanks for all that each and every one of you do in your own way to make a positive difference in the lives of victims of abuse like me and my son and hundreds of families whom you are saving every year.

Thank you for doing your jobs with so much of love and respect.

I wish, one day I can give back to Leeds Women's Aid in my own way, to enrich the lives of other women, especially of Asian background as I am an Asian ethnic origin. Yet, you all did not bias nor show any disrespect or indifference to me, rather embraced my diversity with open arms for me and my Son.

God bless you for all your work.

This is the beginning of a new chapter for me and my son. My success is Leeds Women's Aid Success.

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Please embrace mine and my son's joy and happiness today.

Kind regards,

2.6 Children and Young Peoples Teams

We are really delighted that we have teams of C&YP Workers both within our refuge provision and within the community. Our Refuge C&YP team work with all of C&YP in our safe accommodation and refuges. This can be as many as 100 at any one time. Our community C&YP project, Elevate, works with children as young as 5 in the community who have witnessed or experienced DV & A.

Refuge and safe accommodation Team

The team continue to work closely with DV & A support workers in refuge to ensure comprehensive support to families, they provide support to C&YP in refuge and also support around parenting to the adult residents. The work includes activities such as:

2.6.1 After School Club

The C&YP team have successfully run a weekly after school club for all children across refuge sites. This is really well attended and they are engaged in weekly set and structured activities as well as free play. Examples of activities are cooking, jewellery making, baking, arts and crafts.

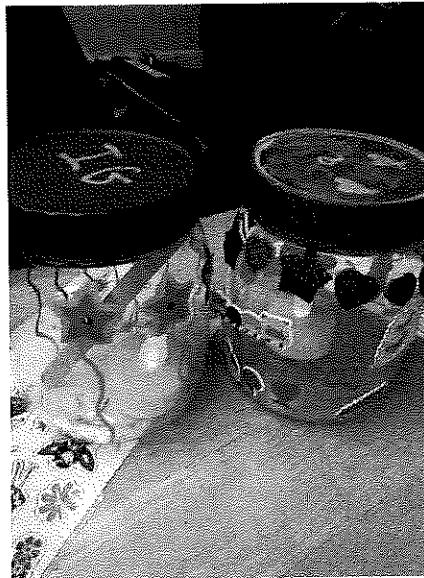
Our resident children took the opportunity to do some planting in the garden at refuge. C&YP helped to add the soil and planted plants and have been regularly taking care of them since the session. The children are loving watching them all grow.



Our resident children have also decorated and designed some memory jars with our C&YP team. This is so that they can keep special memories in a special jar and look back at these for years to come. This was a great activity.

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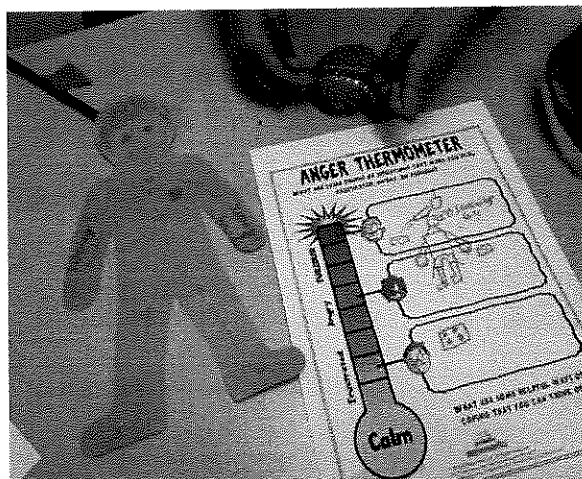
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2.6.2 Nurture Group

The C&YP team also run six 6-weekly Nurture groups for different cohorts within refuge. For example: Teenage group, Boy's group, Primary aged group. This has been really successful and we have covered topics such as budgeting, online safety, healthy relationships and family relationships.

Our resident children took part in an interactive activity game 'Anger Thermometer'. This was an activity done in our Nurture group with primary school aged children. This was to look at feelings of anger and how this impacts individuals and others. We looked at 'strategies when feeling angry and how best to deal with those feelings', providing further specialist guidance.



A focused session about worries was delivered within refuge with families. The C&YP team utilised the 'Worry Tree' concept to look at 'worries and what solutions we can find for these', ensuring each support is individualised to each C&YP's needs.

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2.6.3 You and me, Mum

Our C&YP workers have delivered two 10-week programmes of You and me, Mum in which residents took part in the program over the 10 weeks to learn and understand the impact of DV & A on children and how this can be addressed within the home environment.

2.6.4 Study club

A new Study club has been introduced to refuge whereby all high school aged children have a safe and educational space to come and do homework whilst getting support with school work (if needed) from our C&YP team.

2.6.5 School Holiday Hangout

A timetable of activities and trips throughout every school holiday is in place.

2.6.6 Trips

Over the last year our refuge teams have coordinated a number of family outings and trips. These include:

- **Circus:** A great trip to the Circus in Pudsey, all families welcomed across our refuge sites. The children had a great time. Families were provided a snack box catering to cultural dietary needs and transported there and back working in partnership with a coach company we regularly use. Families particularly enjoyed the gymnastics show, jugglers and the clowns. Everyone also learnt how to sing a song in sign language which was great!
- Farm trip
- Soft play for under 5's
- Bowling
- Seaside
- Theme park

Additionally, the C&YP team actively promote new groups, ask for ideas from clients, consult with residents for their voice and feedback through coffee mornings and resident meetings.

Community Team (Elevate)

"Sessions within refuge have made me feel more confident in taking action."

"Me and my children really enjoyed the Eid party and the food was delicious - thank you to everyone for the effort put into this".

"Staff are very supportive and will always make time to help you."

Elevate is a pilot project which supports C&YP affected by DV & A in the community. We have just two part-time workers who provide 1:1 support in school for approximately 12 weeks. The workers are managed by the C&YP Team Leader. Elevate began delivery in mid-January 2023 and is funded by the Ministry of Justice until March 2025. An interim report/evaluation on the project and learning is being finalised.

In Leeds, there is very little specialist provision to support C&YP affected by DV & A, including for boys exhibiting harmful interpersonal behaviour. The availability of counselling via schools is variable and often limited to short-term (six sessions) with long waiting lists (Two to three years). Waiting lists for Child & Adolescent Mental Health Service (CAMHS) are also long and thresholds for therapy are prohibitively high.

Elevate this year delivered a presentation to the Domestic Abuse Local Partnership Board raising awareness about their project, introducing referral pathways and providing an update of their project successes to date. They have also delivered presentations to relevant services who currently provide immediate support to victims and survivors of DV & A, such as WYP Police at Elland Road, Linking Leeds, Cluster Teams, the Independent Domestic Violence Advocates (IDVAs), SST and our other LDVS partners.

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For some C&YP, the support from Elevate was described as 'life-changing', significantly improving their overall wellbeing and school engagement.

Feedback from two parents whose C&YP had been supported by Elevate was wholly positive. They appreciated the worker's calm, friendly and skilled approach and reported positive changes in their children because of the support. They also appreciated the support provided to them as parents, which helped them understand the impact of DV & A on themselves as well as their children.

School staff gave examples of benefits for children supported by Elevate workers:

*"He was struggling with behaviours [in school and out of school] and understanding what's going on but he's opened up so much ... **it's changed his whole school life massively. It's made such a difference to that child's life. It's been brilliant... because he was able to be really open, really honest, in a really safe space...it's been fabulous.**"*

*"We've seen massive improvements. I think he's **starting to understand himself a lot more** and understand why he was experiencing those extreme emotions where he was in fight-or-flight mode... it's helped him massively with friendships, he was really having difficulty with appropriate language and appropriate touch with his peer group. And [worker] has given him techniques and strategies. So **he's evolved massively as a person and he's been able to self-regulate a lot more.... it's really really changed his school life for the better.** His attainment levels have gone up slightly. He's accessing the learning and he's actually enjoying it a bit more."*

*"**She shared so so much with [worker] that she'd never opened up to anybody else about** and I think to her that must have been massive and such a relief."*

Case : Peter* (not his real name)

Peter's Mum was in an abusive relationship with Peter's Dad. Mum was working with our LDVS services to help support and process her experience and impacts of DV & A. Mum felt it was necessary for Peter to also have a safe space to explore his feelings, therefore, referring Peter into Elevate. A Child Arrangement Order was in place regarding contact, which Dad often didn't abide by. This had a regular impact on Peter who found the arrangement emotionally distressing. Peter's behaviour was expressed in physical anger and outbursts towards other students within the school.

Mum felt she was not supported enough by the school and often found communication challenging. Mum was also struggling financially and it was observed that since Peter's behaviour had deteriorated. Dad was sending Peter fortnightly letters which Peter was refusing to open. Mum was encouraging Peter to open these letters as it was within the court order.

The Elevate C&YP worker, supported Peter on an individualised and person-centred journey of processing the abuse which emotionally and psychologically affected him daily. Peter is a child victim of DV & A. Peter was adamant he did not want any contact with his Dad and initially struggled talking about his experiences and impacts with Elevate. Through the course of support, Peter shared aspects of emotion and detail of incidents he had witnessed which he had never shared with anyone before. During the course of these disclosures Peter had stated "he felt a weight had been lifted off of his shoulders." Peter was able to be emotionally vulnerable in a way he had felt he couldn't before.

Throughout the support, Peter learnt how to express and process his emotions in different ways. Peter was able to share with his worker how he was feeling and she was able to help Peter learn how to express this to others i.e. communicating with Mum so that family and friends around him can meet his needs. During this journey, Peter was able to understand his feelings better and understand how they were affecting his thoughts and physical health and wellbeing.

Peter often had fears and nightmares of Dad kidnapping him due to Dad requesting his passport and verbally threatening Mum. This also affected Peter's eating habits and his sleep patterns. Through learning healthy coping mechanisms and working one-to-one with Elevate on aspects such as implementing a sleep diary and feelings log, Peter was able to get both his eating and his sleeping back on track. Providing him confidence in being able to take back control, focus on his self-esteem and make choices for his own self-care.

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Together, his worker was able to guide Peter in creating an individualised safety plan to ensure he knew how to keep himself safe and who to speak to if he was to find himself in a dangerous or uncertain situation. The safety plan included safe measures and guidance on being taken to locations such as airports/train stations/bus stations or unfamiliar places identifying who to speak to in those situations to seek help - when and if he is able to.

The Elevate worker and Peter created a really strong professional rapport which helped them work on healthy relationships, confidence building, self-esteem, communication, coping mechanisms, processing of feelings or experiences and changing of negative thinking.

During the support, a court hearing was put in place with Elevate helping both Peter and Mum to work with CAFCASS ensuring their voices were validated and heard. This helped to ensure details of the DV & A were expressed in court as effectively, factually and clearly as possible. Fortunately, the verdict was that Peter would not have to engage in any unsupervised contact with Dad, with a process of supervised contact within a contact centre only. However, both Mum and Peter were not prepared for this arrangement, and Mum did not feel prepared or able to deliver the news about supervised contact to Peter, therefore she asked Elevate to help support her due to Peter feeling calm and having trust in his worker.

The Elevate worker met both Mum and Peter at school and explained the arrangement. She explained what this would look like going forward and guided them on the support available. At the time, Peter and Mum both got very upset. The Elevate worker was able to support them both through this emotionally and help them look at practical things that they could both put in place to support each other going forward. Peter and Elevate were able to work together on discussing ways that Peter could set boundaries with his future relationship with his Dad to ensure he was protected emotionally, psychologically and physically.

Mum decided it was best to move Peter to a new school and Elevate helped with this transition by working with the new school he was moving to. This was to ensure Peter's needs could be continually met. Elevate visited Peter during his first two weeks at his new school to see how he was doing and Peter was settled in and feeling extremely positive.

Peter did not want the support to end and asked if this support could continue forever. Mum expressed how grateful she was for the support and how much Elevate will be missed by them both.

2.7 Staying Safe Programme (SSP)

The latest SSP ran between September and December 2023; sessions were held at Little London Primary School and crèche facilities were provided. Six women attended with five successfully completing the programme. Feedback was very positive. All the women were positively impacted with regards to mental health/wellbeing, confidence, self-care, increased knowledge around DV & A and skills to stay safe, confidence in avoiding an abusive relationship, ability to cope in difficult situations/resilience and increased awareness of support available.

The worker has recently trained the refuge team leaders so that they can manage the referral pathways for some of the residents, and support the staff to deliver it on a one to one basis. This will help to support sustainability of the programme should funding not be continued after March 2025.

Case: Samira* not her real name

Samira was supported by refuge who provided practical and emotional support, including sorting out a benefit claim. The refuge team also supported Samira in obtaining a Non-Molestation Order, helping her settle and register her child for a new school and GP service. Samira was supported to obtain a new phone and change her number and email address.

While she was in refuge, Samira was referred to the SSP. She engaged well with the programme despite being initially very emotional, tearful and withdrawn.

Over the 10 weeks of the programme, Samira grew in confidence and self-esteem. She made friends with the other women on the programme who were all extremely supportive. They encouraged Samira to leave the refuge and get out and about on her own for the first time in years. Although the prospect of doing this terrified Samira, she was so proud of herself for doing it.

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As a result of the support provided in refuge and by attending the SSP, Samira feels more safe and secure. She is bidding to be re-housed and she no longer feels so isolated. Her mental health and her general wellbeing has improved. She feels comfortable and settled and is able to make her own decisions in life. Her child is now settled in school, and has gained many rewards for school curriculum activities, opening up doors for new opportunities. Samira has also attended courses and passed exams meaning she is now a qualified health professional.

Recent feedback from a group member:

"Just wanted to say thank you so much for guiding me through the staying safe programme, I met someone recently and recognised some behaviour we discussed in class such as love bombing and within 2 days I decided to look into his background though Clare's Law. Turns out he has a very colourful past and if it wasn't for your class I may not have picked up on it so quickly. Thank you so much."

2.8 LDVS

LDVS is appreciative for the continued funding of the core services from the local authority and the additional investment from the DLUHC, WYCA and MOJ.

We continue to work in strong partnership with Behind Closed Doors (BCD) and Women's Health Matters (WHM) to deliver tailored support at all stages of each service user's journey. Communication and flexibility between services continues to be a strength to ensure the best support to each person approaching our service.

The service continues to deliver a 24/7 helpline through our Access and Assessment Team (AAT), delivered by LWA, along with assessment, drop-ins in central locations and coordinating the Daily Risk Assessment Meeting (DRAM) contacts. We also deliver the Independent Domestic Violence Advocacy (IDVA) service, which involves a team leader, lead IDVA, two senior IDVAs one working with adults with complex needs, the other children and young people, together with IDVAs specialising in the domestic violence court, Independent Domestic & Sexual Violence Advocates (IDSVAs) working with women and girls experiencing sexual and domestic abuse, and victim-survivors requiring mental health support. Most of our IDVAs and all of our IDSVAs are accredited either by SafeLives or Women's Aid Federation England (WAFE), and our team leader is SafeLives trained and accredited. 58% of all of our referrals come through DRAM and Multi-Agency Risk Assessment Conferences (MARAC's).

DV & A continues to be a gendered issue: in the LDVS-wide community services 98% of people supported were female with 95% of the perpetrators being male; in refuge 100% of people supported were female, 90% perpetrators were male. Across all services 84% abusers are current or ex-partners.

The cost of living crisis following the legacy of the lockdowns continues to impact on service users' isolation, mental health, separation from family and friends, parental stresses, financial problems, and job losses, so all roles now include more emotional support and partnership working, alongside the practical help to continue to ensure that service users get the best outcomes possible.

2.8.1 AAT

The AAT celebrated their hard work at the beginning of the year with recognition of achieving the Helplines Partnership Standard, with excellent feedback. The trustees and SLT are so grateful to have such committed, knowledgeable and passionate staff that dedicate their time to this work. We were delighted that the team were also nominated for two national awards at the Helplines Partnership Conference for Helpline of the Year and Mentor of the Year.

The AAT Team Leader was invited to lead a workshop focusing on wellbeing and vicarious trauma at the National Helplines Partnership webinar which received positive feedback.

Delivering our 24-hour helpline really is a partnership approach from our service, with the day time AAT supporting our OOH refuge team and vice versa to deliver this challenging and rewarding service. The team continue to deal with initial calls to all victim-survivors going through the DRAMs as well as general helpline calls.

Drop-ins are established with Together Women's and are being established with Citizens Advice. They provide a safe space for women to meet face to face with a worker and are popular for women with specific vulnerabilities who may find a telephone service more daunting to make first disclosures. Also, being more informal increases the engagement of many women who don't want to access formal or mainstream services. The host venues are risk assessed and are also safe for our workers.

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The AAT Team Leader visited Witness Care Services at the Magistrates Court to discuss how LDVS can support victim-survivors and the referral process.

2.8.2 IDVA

The IDVA Team Leader has established a new streamlined process with the Police Safeguarding Unit and Domestic Abuse Team, with a weekly meeting now taking place on Teams where we can request police updates. This has enabled quicker and more effective sharing of information on high risk cases. We are able to check with the police on weekly arrests and the charged status of suspects to feedback to victim-survivors. A meeting has also taken place with Professional Standards within the police to raise awareness of LDVS services in order to ensure victim-survivors, in cases where the abuse is a police perpetrator, receive appropriate support. We are also able to share information or intelligence with this department to ensure appropriate action is taken against abusive officers or police staff.

Our IDVA team leader has also been liaising with relevant police leaders regarding discussions about reinstating the Domestic Abuse Car, Police Control Room IDVA, and exploring the DV Text Alert initiative to enhance services for victim-survivors. The first two being services that we have delivered in recent years, which have been hugely popular, innovative and successful but neither have secured further funding.

We have also been integral in establishing a quarterly forum with IDVA services and the Crown Prosecution Service (CPS) across Yorkshire & Humberside. This forum aims to facilitate best practice exchange, provide feedback on CPS responses, and discuss case management challenges, ultimately strengthening links between IDVAs and CPS and improving support for vulnerable victims.

The team were involved in the set-up of the Leeds Specialist Domestic Abuse Courts (SDAC) again, as this had paused during COVID. A specialist court IDVA attends the court every Thursday to obtain DV & A results for our service users, and IDVA, CPS and Court have bi-monthly meetings to check the effectiveness of these SDACs.

Unfortunately, the IDVA team are still regularly over capacity and unable to support as many victim-survivors as we have done in the past. We were concerned about the reasons for this until an analysis was completed by our Impact and Performance team which measured a typical amount of time that is spent on meetings.

The IDVA team attend: each DRAM; twice weekly MARACs and the Domestic Violence Disclosure Scheme (DVDS)/Clare's Law meeting on a weekly basis. We discovered that we spend 74.5 IDVA hours on preparing for, attending and following up meetings per week. We also spend 21 hours a week on administrative support.

This adds up to just over two full time IDVA posts to attend meetings and 21 hours a week additional administrative support, with little additional funding.

It is important that we attend and advocate for the victim-survivor as often we are the only ones to have made contact and to have heard their voice and how they would like to proceed.

However, this is having a significant impact on the number of other cases the team can support. We are waiting to receive an evaluation on the DRAMs as this will potentially guide how the IDVA service develops.

The two senior IDVA's working with those adults and C&YP with complex needs attend meetings to raise awareness of their service and continue to work intensively with service users, often having smaller caseloads for more assertive outreach work. They work hard to overcome entrenched barriers and achieve positive outcomes for their service users.

The C&YP IDVA attended Leeds University to meet with the Harassment & Misconduct Team who predominantly support students that fall into the age bracket of the clients the C&YP IDVA typically supports. We found this to be really helpful to explain our respective roles and responsibilities.

2.8.3 Practitioner Quality Support Coordinator (PQSC)

This has been established for a couple of years, and supports newly created specialist DV & A workers in four other supported housing organisations, offering peer support, coordination, development of training and consistency of good practice. The practitioners meet four-weekly with the PQSC.

The PQSC is already working alongside Safer Stronger Leeds communities in order to lead the DV & A sector in offering

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joint training to practitioners across Leeds.

The PQSC is main point of contact for practitioners attending the Domestic Abuse Practitioner Forum and an offer has been made to agencies across Leeds to act as a point of contact if practitioners are working with service users and would like specialist support or advice. A report is being prepared which will capture the outcomes from the agencies and give a picture of the impact that that the practitioner roles make across Leeds, which will be reported on next year.

2.8.4 Sanctuary Support Team (SST)

Funding has continued and been enhanced for the SST through the local authority as part of the government's New Burdens Funding. The SST continue to work alongside Leeds Housing Options (LHO) who manage the sanctuary scheme itself, ensuring additional target hardening and safety measures are installed at victim-survivor's properties. LHO will then send referrals through to SST, to look at what support can be provided to those individuals. Additionally, SST also accept referrals from the partner organisations and directly from LDVS.

The SST has worked with victim-survivors at every risk level, however it was recognised early in the project that the nature of target hardening measures required meant that those accessing the scheme were generally at the higher risk. With the flexibility and skill of the team they were able to adapt to this quickly, offering support to high risk cases, which in turn has helped increase referrals across the service.

The multi-disciplinary team, hosted by a range of partner organisations, offer emotional, practical and advocacy support focusing on, but not limited to, their experience of DV & A and has created additional pathways for victims-survivors of honour-based abuse and forced marriage and for those who are seeking asylum, enabling them to access the specialist support they need.

SST is a partnership of nine organisations, led by LWA who employs the SST Leader. The project employs nine support workers that specialise in working with clients that come from various backgrounds and marginalised groups including:

- Behind Closed Doors, who specialise in supporting women and men
- Women's Health Matters, who specialise in working with women around pregnancy and disabled women
- Karma Nirvana, who specialise in forced marriage & honour-based abuse
- Shantona and Asha Neighbourhood Project, who both employ a worker specialising in working with culturally diverse and migrant communities
- PAFRAS who specialise in Refugees & Asylum Seekers
- Age UK, who specialise in working with clients aged 50+

The final speciality is a post supporting LGBTQIA+ communities. This was previously employed by Touchstone; however, it is currently vacant. The Team Leader is actively pursuing opportunities to engage the appropriate specialist organisation to continue this support.

The SST are managed using the successful, but complex matrix management system, developed within the W&GAL which involves a line manager from the support worker's employing organisation and the SST Leader.

The SST Leader has embedded systems and procedures to support the hosting arrangements of the front-line delivery team. The team meet regularly, for updates and reflective practice, on a one to one basis and joint meetings with the SST Leader and the organisational line manager, with one to one meetings focussing on a review of each of their cases. The joint meetings take place on a quarterly basis, and include the support worker and their line manager ensuring that staff have the opportunity to discuss potential issues and to celebrate successes, with both managers present.

While support centres around safe housing and DV & A, they are able to be person-centred in their approach and with some service users suffering isolation the team have assisted in helping them feel more included in their local community, including: learning new skills in a group setting and accessing mental health groups; language classes and family groups.

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SST continues to gather feedback from service users once support ends, with one recent example below:

'My support worker was absolutely amazing, she was lovely inside and out and I'm just so grateful for her and for the support. She was honestly like my fairy godmother. Her whole aura was just so calming and reassuring, I wouldn't be where I am without her. I almost didn't want the support to end, and felt emotional when it did. She always saw my potential and helped me believe in myself.'

Another service user said:

'I felt that my case was very specialist due (to) abuse towards myself and towards my daughter, and I felt that my support worker was absolutely brilliant. The Police weren't listening to me and Social Services had closed the case, my support worker came in and helped me so much. They helped me get in touch with who I needed to and made me feel supported. I know now I can ask for help when I need it and am better at recognizing triggers.'

The LDVS 2023 Impact Report, that LWA's Impact and Performance team worked really hard on, highlighted successes in that year, one of which was that the SST were highly commended this year for "Diversity Project of the Year" at Leeds Compassionate City Awards 2023.

In March 2024, the SST Commissioner fed back that the SST were mentioned in the Domestic Abuse Safe Accommodation National Expert Steering Group Annual Progress Report.

They said:

'It's great that the Team is being recognised in this way - I'm sure that DLUHC receive a lot of case studies, so it is a real testament to the value of the work that you are all doing that they have included it.'

2.8.5 DV & A Voices

This really exciting new project is focussing on the victims-survivors voices and experiences and has been incorporated into LWA's Projects and Partnerships Team this year. Following on from the successful foundations developed through our previous Labyrinth Project, this project aims to facilitate a range of victims-survivors to contribute to and influence conversations and decisions in the Domestic Abuse Local Partnership Board.

With a key focus being on: women's; men's; children's; and the LGBT* communities' voices, a multi-disciplinary team, facilitated by LWA on behalf of LDVS, and hosted with partner organisations, has been established.

The team are currently working on a collaborative podcast, that can be included in statutory training. The "You Don't Know What You Don't Know" podcast will be played during the training to inform attendees about personal challenges and experiences of victims-survivors around accessing their services and what changes they would like to see. We will report on this more next year.

This work is being keenly followed by the Domestic Abuse Commissioners Office, who are prioritising victim-survivor voices.

2.9 DRAMs

These are ongoing daily risk meetings which were introduced in order to reduce the burden on agencies of the previous daily MARAC meetings, and to facilitate quicker and safer responses to victims-survivors in Leeds. The three core agencies are the Police, LDVS and Children Social Care.

The arrangements are now established and they work by triaging the high-risk police incidents, allowing a more consistent approach to cases to be discussed at MARAC. Although the DRAM has reduced pressure on all of the other MARAC agencies who now only need to attend two MARAC meetings per week, the pressure is significant for LDVS within our resources (the police and Children's Social Care meet daily anyway to discuss families reported to the police as part of the Front Door Safeguarding Hub).

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LDVS attempt contact with every single victim-survivor before the DRAM meeting at 1pm each day. This has been an incredible feat with the IDVA and AAT teams working closely and cleverly in a fast paced and pressurised environment, to process the referrals that begin to arrive from 7.30 am through to the contacting of victims-survivors and having the meeting later in the day.

These arrangements continue to have a profoundly positive affect on victims-survivors as their views are integral to the meetings, and appropriate referrals and support can be targeted immediately, whereas the previous MARAC system wasn't able to do that. The effects on LDVS however remain a significant challenge.

After undertaking a detailed review of the DRAM process from the point of view of LWA delivered parts of the LDVS service, for each DRAM meeting (1½ hours) it takes 19 staff hours. This is phenomenal and really shows how invested we are in the process. This is equivalent to 2½ days of staff time for each 1½ hour DRAM meeting (12½ per week).

2.10 DVDS/Clare's Law

The IDVA team continue to be active in these meetings, attending panel meetings, sharing decisions for what should be disclosed and how, and often undertaking joint disclosure meetings with the police and victims-survivors. Under the scheme, members of the public can ask the police for information on their partner's criminal history and therefore know if their partner poses a risk to them, under a "Right to Ask" provision. Additionally, the police can approach someone, unsolicited, under a "Right to Know" provision, when information held by them or any other agency shows concerning or safeguarding related information about another person whom they are in a relationship with.

The increase in demand has meant that Clare's Law meetings, often chaired by LWA, have increased again to four times a month. The additional work for IDVA's to attend these meetings (including the meetings) is 13 hours per meeting. Plus 2 hours per meeting for the data officer.

2.11 W&GAL

The Women's Lives Leeds (WLL) partnership changed its name to the W&GAL last year, to better reflect the Alliance of the 12 organisations. Some of the Alliance's funded projects retain the WLL brand name, including the WLL Empowering Systems Change project. This work aims to: embed the Complex Needs Service and its learning; develop the partnership of the Alliance itself, including strategic development; and include women and girls from their respective organisations in those conversations. The "Women's Speak Group" is proving to be successful in facilitating voice and opinion from those who attend.

The name change is one milestone in the Alliance's development, along with the re-development of the existing website, a restructured purpose, new values and an exciting emerging strategy to drive the Alliance forward. The strategy will be reported on next year.

The WLL VOICES project funded by the Comic Relief Power Up Fund continues to lead the WFL movement and provide opportunities for women and girls to influence and shape conversations around their safety, health and wellbeing. Highlights include a Q&A Session with Detective Superintendent Vanessa Rolfe; A Menstruation to Menopause event as part of the Women of West Yorkshire (WOW) festival. Being chosen as the project to receive funds from the American rock group, Bon Iver, and an incredible programme called Arts to Activism in partnership with Leeds Beckett University, which delivered workshops across the City.

Due to a successful partnership application to the UK Shared Prosperity Fund, the work will continue for a further 18 months.

The Women's Safe Parks consultation and "Reclaim the Parks" activities have been the springboard for future involvement to inform the development of national guidance, which aims to influence local authorities when developing parks and public spaces.

LWA's Projects and Partnerships Director was invited to be a speaker and panellist at the event hosted by Leeds University to launch the guidance.

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The value and impact of our work on influencing safe spaces, public areas and parks is demonstrated by an invite from Bristol University for LWA to be involved as a steering group member for a similar initiative in Bristol.

The Women's Night-time Safe Space (WNSS), which initially took the form of a Health Bus on Dortmund Square in Leeds City centre, is still being funded and continues to successfully support women in the night-time economy. Evidence is continually being collected which will be pulled together and consulted on before developing a business case for the sustainability of this initiative in the next financial year. The WNSS has already supported some very vulnerable women, with on average 30 women accessing it each night, demonstrating its value and necessity as a service.

3 Support provided

3.1 The numbers from April 2023 to March 2024:

There has been an increased demand for both our accommodation and community-based services, higher even than the dramatic increases that we saw last year.

Most referrals and requests for refuge and emergency accommodation cannot be accepted due to capacity constraints, however the total number of women and children supported in refuge accommodation was 184.

The 24-hour telephone helpline calls and one-off work reached 7,742 calls. This is an increase again on last year from just under 7,600, which was our previous record year.

Our community-based services, including helpline, IDVA and drop-ins continued to support more clients.

Support was provided to adults aged between 16 and 76, 22 different languages spoken, including BSL, 11% of people supported required an interpreter, 55% had mental health vulnerabilities and 51% had a disability.

3.2 Types of Abuse

The average length of the abuse our service users have experienced is just over 5 years.

- 70.5% (up from 70% last year) have experienced controlling and coercive behaviour
- 43% (up from 41% last year) have experienced financial abuse
- 53% (down from 55%) have experienced harassment/stalking/surveillance
- 86% have experienced emotional abuse
- 69.8% have experienced physical abuse
- 28% have experienced sexual abuse.

3.3 Impact and Service User Feedback

Service user feedback included:

100% said

- I feel that my privacy was respected
- I was listened to and believed by staff here
- I was supported to make my own choices
- The service I accessed was non-judgemental
- After being supported here, I feel better about myself
- After being supported here, I feel more confident
- After being supported here, I know more about domestic abuse
- After being supported here, I feel more confident to ask for help when I need it

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98% said

- I was supported to talk about my experiences of violence and abuse
- I'd come back to the service again, if I needed to
- I'd recommend this service to family/ friends if they needed help
- Staff here have been knowledgeable and competent
- The service met my needs effectively
- The service understood and respected my particular needs

95% said

- I was able to access the service quickly

86% said

- Coming to this service has made a positive difference in my life

Service users said:

Q: If using this service made a difference in your life, please tell us how – what's changed for you?

"Coming to the service made you realise you not alone"

"My worker was informative, kind, listened, patient. She always kept to her word and called when she said she would. I felt supported."

"I feel a lot happier I am receiving help and support from my key worker. I have become more confident. I am able to manage my own money, contact college and have made friends with others in the refuge."

"we now have two bedrooms, which helps to keep our dignity. And this service supports us by finding a lawyer for us to complete the application to home office. This is very helpful because people who work here take care of us and try make sure that we feel secure and feel safe."

"I feel safe and can see a future for the children and myself."

"I have become more confident. I am able to go out freely without being controlled. I can now make my own decisions and can now use my phone and learning how to use a laptop. I am a very strong woman now and I can provide for my children. I am happy now and so are my children."

"It has made me realise I don't deserve to be treated like I was and that you can get your confidence back and your life back and become the person that you once was."

"I have never felt so safe and secure till now."

"My Support worker was very helpful in guiding me on the things I should do in terms of what happened and the next steps forward and she made me feel more confident and believed and made me feel like it wasn't my fault."

"Using this service made a huge difference to my life. I was speaking with people who understood me, supported me and reassured me, but also gave me hope. They were absolutely amazing, had great knowledge of what I was going through, and helped me to realise I wasn't alone or at fault"

"Thank you!!! I can't praise everyone enough, they were my only support network."

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Q: How would things be different for you if you'd not received support here?

"I do not think that I would have been alive today if it wasn't for this service."

"I think I may have had to return to the house with my husband and children as I was homeless otherwise."

"I would still be in a violent relationship or even worse I could have been killed."

"I'd have been lost, wouldn't have understood the system or the processes. It was very alien to me. My IDVA explained everything every step of the way. Thank you so much. I was fortunate to get a very positive outcome and I can now close that chapter of the book and move on."

"My life would have been very different, I couldn't have coped any longer with what I was having to live with, I wouldn't of gone back to court for a second time and got the outcome I did in order for me to live a free and independent life. I would also of had a lot more health / mental health conditions to cope with, become totally isolated, reclusive."

"I would still be a total wreck not being able to cope with what is going on in my life"

"I would have been stuck in an abusive relationship with no future."

"My in laws would've proved that I was not capable of looking after my child. They would have taken my child away from me. I would have lost my life. They'd abused me... LWA refuge has given me a new life. I owe my life to you!! I am alive, because you guys are doing your job with utmost diligence and respect. I bow down to you for your work. My heart-felt gratitude to you. You've given me support, you've given me my profession. It is entirely because of LWA... I'd always thought beggars are not choosers; but LWA, made me experience that beggars can be choosers. Before coming here while I was on the phone to my support worker, she asked me, would you be okay to climb to the third floor, it felt so good to experience that you are about the disabled, or women with health concerns. The refuge was clean, tidy so spacious; well-maintained gardens front and back. You all have really looked after your residents - it's like giving a life back to the dead; cause prior to coming here I was like a robot with no heart, no emotions; just working and never loving myself- I wasn't allowed to. I was like a servant of the household."

"Thank you so much for being there to support women who need it; without any biasness; irrespective of skin colour, ethnicity, race, religion, creed or age. LWA has given us more than what we could have ever asked for, furniture, lights, clean water for drinking, hot water, cold water for bathing, tub, shower, cupboards, side tables, reading lamps, wardrobes, clean beds, blankets, duvets, pillows; cutlery in the kitchen; washing machine, dryer, storage for our belongings. This list is endless. I can continue writing this feedback and yet it will never be able to do justice to what you've given."

4 Values and Culture

At LWA, our behaviours continue to support our purpose and create our culture, which in turn drives innovation and growth.

We do what we do because we believe:

- All women and children should live in safety, free from abuse and fear.
- Every woman and child have a voice and should be empowered, inspired and listened to.
- Women centred support is powerful and improves the lives of women, men and children.

Our **Values** reflect our organisation's views; they are the principles, standards & qualities that tell the story about the way in which we conduct our work.

Be Exceptional

We are experts in our field and proud of having a women-centred approach. We are pioneers and leaders, striving to perform and innovate.

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Be Courageous

We are honest, inventive and have the integrity to challenge perceptions and practice.
We are encouraging and empowering of each other to be courageous and brave.

Be Inclusive

We are diverse, welcoming, approachable and inclusive as employers, service providers and people.
We promote unity, fairness and respect.

Be Inspirational

We are proud of our creativity and how we motivate, listen, empower and support each other.
We are encouraging and lead by example to achieve the best.

Be Responsive

We are collaborative, aware, compassionate and sensitive.
We adapt our approach to meet changing needs.

4.1 The Behaviours that create our Culture

Our Culture is a set of basic assumptions that we all share, these are 'norms' that guide the way people interact with each other and others or put in a different way, 'the way we do things here'.

These behaviours apply to everyone, irrespective of position or seniority. Structural hierarchy represents the division of work and skills, not the division of people.

We not only agree to uphold professional ethical standards but will go further in our commitment to hold ourselves accountable to maintaining behaviours that seek to create a safe and respectful culture and prevent incidences of workplace bullying.

Our key principles are:

- To challenge and support each other to be exceptional by being curious about different ways of doing things, thinking beyond our roles, and embracing learning and development in all its forms.
- To be courageous enough to demonstrate humility and vulnerability, and to approach failure with curiosity rather than criticism.
- We welcome, accept and include everyone based on inherent worth and value, enabling divergent thinking in an inclusive environment.
- We believe that everyone has the potential to be inspirational both in what they do, and the way they do it.
- Through our compassionate lens, we find solutions by being responsive, agile and adaptable.

4.2 Staff feedback

Once again in our staff survey we asked our teams "What's the best thing about working for LWA?"

The results were:

Colleagues

"The people - passionate, caring, empathetic, supportive and fun", "I feel appreciated", "inspiring colleagues"

LWA Mission – sense of purpose

"Making a real difference to people's lives", "sense of a positive purpose in my role"

Supportive environment

"A very person-centred organisation", "able to work flexibly around other parts of our life", "supported to do your job the best you can".

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5 Operating model and risks

5.1 Fundraising

We are regulated by the Fundraising Regulator and all our fundraising practices are ethical and considerate. We have an in-house Fundraising and Marketing Director and all our fundraising and marketing is done to further the organisations charitable activities.

We fund our work with income from a wide range of restricted and unrestricted funds. Our restricted funds include our commissioned services by which we are contracted after an open tender to deliver and report back on specific service delivery. Our largest contract is from Leeds City Council, delivering the LDVS consortium. Other restricted income includes additional grants from LCC, along with grants from the National Lottery Community Fund (NLCF), the MOJ, Home Office, WCYA and Comic Relief.

Our unrestricted income gives us the flexibility to fund a range of work directly for our service users and for our infrastructure. It also allows us to invest in reserves (see section 5.8), which can be designated for specific charitable purposes.

For a large part of 2023 our fundraising capacity was reduced due to people leaving and difficulty in recruitment (which is currently a common factor within the charity sector). We recruited a Fundraising Officer in early 2024 and the team have worked really hard in raising our profile and funds for both restricted and unrestricted income streams in which we raised just over £113,600.

In summer 2023, we launched a fundraising appeal for a new dedicated C&YP Hub which will be based at our main site refuge. The Hub is an exciting and innovative project and will make a huge difference to lives of C&YP who have been impacted by DV & A. As well as raising funds through the public appeal, money will be raised through a variety of income streams including grant making trusts, business and community support. The team are working with key stakeholders to promote the project effectively and we aim to reach our fundraising target of £317,000 by early 2025.

Our strategy of increasing individual giving and our supporter base is continuing, and we have a wide range of regular givers, one off donations, people doing fundraising events and are developing our legacy strategy. Fundraising events have included supporters doing the Three Peaks challenge, Outward bounds challenge, 5k runs, a fashion show, and Leeds Women's Aid online silent auction which had an amazing response from the public. Our amazing supporters raised just over £41,000 last year.

5.2 Marketing

In 2023, we ramped up our social media output on all our official channels, sharing information about our services, client case studies, organisational announcements, statements on current news topics and fundraising content. This has resulted in significant audience growth, with over 1,000 new followers across Instagram, X, LinkedIn and Facebook. Our social media approach has involved creating new forms of content including a series of Instagram Reels for 16 Days of Activism in collaboration with a local band, to speak out against misogyny and raise awareness of our services.

We have updated our promotional materials, producing new versions of our bookmarks and posters. We also designed LWA coasters which include our contact details and information on how to spot lesser-known signs of abuse. We have continued to build up strong contacts with various community organisations and venues across the city to display our materials and signpost people to access support.

We also ran some story lines for social media, using different service user stories, running with between six and ten slides sharing clips of their stories, ending with a shout out to other women who may have experienced something similar, with contact details.

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Aisha's Story

Aisha had been experiencing emotional and physical abuse from her husband for many years. After one particular incident, she reported him to the police and gave permission for her contact details to be passed to our organisation, Leeds Women's Aid.

If you have a story like Aisha's, you are not alone.

If you or anyone you know are suffering from Domestic Violence and Abuse, we are here to help.

Call us on our 24/7 helpline: 0113 246 0401
Or contact us on Live Chat on our website:
leeds.womensaid.org.uk

Every woman deserves to be safe

The graphic features a silhouette of a woman in a hijab, a heart with 'LEEDS WOMEN'S AID' inside, and an arrow pointing right.

5.3 Ambassador

In June 2023, Leeds Women's Aid welcomed Laura Bartlett, founding editor and publisher of global magazine House of Coco, as its first ever charity ambassador. Laura has already hosted a large-scale International Women's Day event in support of LWA, which resulted in many new supporters and strong social media engagement.

5.4 Charity Shop

"It is a real honour to be the first Leeds Women's Aid Ambassador, I have immense admiration for the work that the team does and I think that the service they provide is one of the most important in my hometown of Leeds. I look forward to spreading the word of the work that Leeds Women's Aid does so that women around the city who need a safe space can access it." Laura Bartlett

Our charity continues to have a positive presence within the local community and has a strong and loyal customer base and receives high quality donations which we are very grateful and sincerely thank them for. The retail manager has been resourceful in raising a diverse range of income through the shop such as RAG's, eBay, we buy books scheme, and recycle for charity. We also participated in the local community late night Christmas shopping event and hosted local makers (arts and crafts).

We offer a really unique additional service, whereby our retail manager arranges special shopping events for groups of residents from our refuges to come to the shop and choose whatever they like from the shop for free. These events are very well received by both residents and staff alike as it really helps families.

Excitingly, we made 2nd place in the Horsforth Christmas shop window competition 2023:

Leeds Women's Aid Shop you always make such an effort with your windows year round. We walk past the shop every day on our way for school drop off and love the passion you have! You are a great member of the new road side community and the proceeds of your efforts for Leeds women and kids is admirable and needed.

LEEDS WOMEN'S AID

TRUSTEES REPORT FOR THE YEAR ENDED 31 MARCH 2024

5.5 Donations

We have received grants, donations and gifts in kind from hundreds of individuals and organisations, and would particularly like to thank the following donors and funders:

AECOM, Amazon Community, Arla Foods, Bevan Brittan, Burberry, Cartwright Pickard, Calverley Parish Church, Centurion management, Children's Service (LCC), Coco Cola, Dunelm, Elizabeth & Prince Zaiger Charitable Trust, England Cricket, Engage Interactive, Eversheds Sutherland, ENGIE Power Ltd, EKPC GEN, FABB, Foresters, Golden Acre Foods, Headrow House, John Lewis, Leeds Playhouse, Leeds Women's Ice Hockey Team, Leeds Rhinos, Leeds United, Leeds University Women's Rugby Team, Luminare, Lyons Davidson Solicitors Marshall Mill, Michael Page, Northern Diamonds, Opera North, Punch Creative, Trust, Ridley & Hall Legal, St Columba, South Group Family Services, Church TPS Leeds, Wade Charity, Wagamama, Water Lane Boat house, Wates, White Rose Academies Trust, Women's Institute, Wickes, Yorkshire County Cricket Club, Yorkshire ITV, Yorkshire Housing.

In addition, LWA values its individual supporters and fundraisers for their dedication and hard work, some of whom have been tirelessly fundraising for the organisation for over 22 years.

Some reasons why people support LWA:

"I hope this contributes to your brilliant efforts in helping women and their families during difficult times."

"This is an important charity and you do valuable work. Thank you."

"Thank you, Leeds Women's Aid for the incredible work you're doing for women and children in our region."

5.6 Volunteers

We are proud to work with volunteers of all ages from teenagers working on their Duke of Edinburgh Award to people wanting to support LWA and help their community. Due to their hard work and dedication we have a thriving and well-established shop and without them the shop would not be the success it is today.

We currently have 17 regular volunteers assisting in the day to day running of the shop.

Why people volunteer:

"I have chosen to volunteer for this charity as I am confident it makes a difference to women and families. The staff and customers invest in the charity...I have met some generous people who I believe understand the importance of this work."

"I have volunteered at the Leeds Women's Aid shop for almost 7 years now. I love the friendliness, the chance to chat to customers and the satisfaction of giving something back to a worthwhile charity"

5.7 Investments

We continue to have our investments in CCLA's deposit fund, giving us over £60,000 of unrestricted income in interest. This also reduces the risk for us in terms of having funds in numerous bank accounts, leaving only amounts that are covered by the Financial Services Compensation Scheme.

5.8 Reserves Policy

The Board review our reserves policy at least annually, and the policy is risk-based and considers good practice in the charity sector and is therefore:

- Based on a detailed understanding of the actual and predicted cash inflows and outflows of the charity.
 - Not based upon holding a set number of months cover on expenditure.
 - Integrated with the risk assessment and strategic plans of the charity.
-

LEEDS WOMEN'S AID

TRUSTEES REPORT FOR THE YEAR ENDED 31 MARCH 2024

- Not based upon a closure scenario unless this is considered likely.
- Regularly reported to and reviewed by the Trustee Board.

It was agreed that our reserves policy should provide:

- A level of working capital that protects the continuity of our core work, allowing for funding we receive for restricted funded projects.
- A level of security against the financial risks identified in our risk assessment, including cover for unforeseen expenditure or unanticipated loss or deferral of income.
- A level of funding for possible opportunities (Designated Funds).
- A level of funding following the unexpected and unprecedented COVID-19 pandemic of 2020 to plan for any future similar occurrences.
- A level of funding for infrastructure investments.

Arising from a review of our risk-based reserves policy, the Board approved an updated reserves policy in September 2024, assessing the level of reserves required between £710,000 and £819,000. Our new unrestricted reserves total falls comfortably at the higher end of this range. Although some funders still work on the out-dated model of between three- and six-months running costs, ours is the model recommended by the Charity Commission.

Due to the expansion in this year, an amount of £75,000 has been designated as contingency for the next financial year, with an additional £25,000 contingency should we need to support the C&YP Hub.

5.9 Financial Review

Principal funding sources continue to be Local Authority contracts and rental income including Housing Benefit. We are very grateful for the respectful partnership that we continue to enjoy with LCC. This year they have continued to provide us robust and considerate contract management and worked with us to secure additional funding for our much-needed services.

We continue to be appreciative of the continued government funding and contracts, discussed in other sections above.

Our figures for our voids (empty refuge spaces) totalled 11.7%, which was a reduction on last year's 15.8%. This breaks down to 9.7% for our Independent refuge, and 15.2% for our LDVS commissioned refuge. This is a positive reduction in our independent refuge, but an increase in our commissioned refuge. Work is regularly done to liaise with our registered social landlords regarding managing our turnaround of properties.

Bad debt written remains very low at 1%.

The trustees submit the audited financial statements for the year ended 31 March 2024. The net income for the year amounts to a surplus of £365,782. This is mainly due to restricted funds to be carried over. This compares to a surplus in 2023 of £17,502. Reserves carried forward are £1,347,543 of which £550,387 are restricted and £797,156 are unrestricted funds.

Our unrestricted reserves at £797,156 falls comfortably at the higher end of the new reserves range.

LEEDS WOMEN'S AID

TRUSTEES REPORT FOR THE YEAR ENDED 31 MARCH 2024

6 Future plans

LWA's strengths are in delivering excellent services, leading collaborative partnerships, developing new and innovative services and having strategic influence locally, regionally and nationally.

Demand for our services continues to increase and we are proactively looking at ways in which we can develop, improve and increase our services to support more women and children. We do this by playing to our strengths for development and working within our partnerships.

We have started to evidence progress against our new strategic objectives for 2023 – 2026, as reported on in section 1.3, they are:

1. To be a leader of, and a voice for, women-centred support in Leeds and surrounding areas.
2. To be a great place to work where people can develop and grow and our values, including equity and diversity, underpin what we do and how we do it.
3. To be an organisation that innovates by identifying and investing in opportunities ensuring long term sustainability and stability.
4. To reflect on and assess how our accommodation offer impacts clients in Leeds and to explore opportunities to enhance high quality accommodation provision.

7 Governance and decision-making

LWA operates as a charitable company and registered its purpose and objectives with the Charity Commission on 12 November 1991. It is a company limited by guarantee governed by its Articles of Association which set out clearly the purpose of the charity together with rules about how it conducts its business, including its governance.

Following a regular assessment of the trustee skills and experience we need to deliver our strategy, trustees are recruited by external advertisement in the same way that employees and workers are recruited, and there are role profiles and an application form.

Our growing reputation and profile mean that we also receive unsolicited approaches from time to time.

Applicants are interviewed by the Chair/Deputy Chair and Chief Executive, and the final decision is made by the Trustee Board. All new Trustees receive an induction, and training is planned, commissioned and delivered regularly.

The organisation employs a Chief Executive who takes decisions on the day to day running of the charity. The Chief Executive manages staff, ensures proper financial management, follows policies agreed by the Trustees, and complies with legal obligations and those directed by funders, the Charity Commission, Companies House and other regulatory bodies. Trustees ensure adherence to legal requirements, i.e. maintaining correct policies: Health and Safety at Work; Fire Safety; Risk Assessments; recruitment and selection; and other policies such as grievance and disciplinary.

LWA is an independent organisation - however, it benefits from being part of the wider Women's Aid network across the UK.

All Trustees give of their time freely and no Trustee remuneration was paid in the year. Trustees are required to disclose all relevant interests and register them with the Chair of Trustees and in accordance with the charity's policy withdraw from decisions where a conflict of interest could arise.

Related parties and co-operation with other organisations: none of our Trustees receive remuneration or other benefit from their work with the charity. Any connection between a Trustee or senior manager of the charity with a client or other stakeholder must be disclosed to the full Board of Trustees in the same way as any other contractual relationship with a related party. In the current year no such related party transactions were reported.

We are also keeping abreast of the developments in the Charity Act 2022, Some provisions have been introduced in this financial year, with the second tranche in the next financial year.

LEEDS WOMEN'S AID

TRUSTEES REPORT FOR THE YEAR ENDED 31 MARCH 2024

7.1 Risk management

The Trustees have a risk management strategy which comprises:

- A fully updated Risk Register, comprising of an annual review of the principal risks and uncertainties that the charity faces.
- The establishment of policies, systems and procedures to mitigate those risks identified in the annual reviews.
- The implementation of procedures designed to minimise or manage any potential impact on the charity should those risks materialise.
- A review of our committee structure, with two separate committees focussing on risk, Finance and Governance Committee and People and Organisational Development Committee. These committees have trustee and senior management representation along with a commissioned external and independent Health & Safety consultant and the organisation's Data Protection Lead when required.

The Risk Register focuses attention on the areas of: Governance and Management; Operational Risks regarding People and Activities/Premises; Financial; Environmental and External. We identified further risks following an incident of someone being housed in refuge who was unbeknown to us a serious offender, which was duly reported to the Charity Commission. This incident has been successfully closed by the Commission. Other risks regularly identified include that of our service users being at risk of injury or even death. There are also ongoing, daily risk assessments on service delivery, and at regular intervals in respect of premises.

Attention has also been focused on other non-financial risks including those arising from fire, flood, terrorist attack, technology, reputation and health and safety of staff. These risks are managed by having robust policies and procedures in place, and through regular awareness training for staff.

Financial sustainability is one of the risks identified by the charity. A key element in the management of financial risk is a regular review of LWA's financial position through management reports including available liquid funds to settle debts as they fall due, liaison with the bank when necessary, and active management of debtors and creditors balances to ensure sufficient working capital. LWA continues to be dynamic and strategic in its use of unrestricted and designated reserves.

7.2 Data Security and Protection

Data security and protection is of paramount importance to LWA. We deal with very sensitive personal data relating to the people we support, our staff and our supporters so it is vital that we process this information securely and in accordance with data protection law.

The organisation continues to comply with the Data Protection Act 2018. As data controllers, LWA continues to monitor and review our statutory due diligence. LWA has a named Data Protection Lead (DPL), who is a qualified Data Protection Practitioner.

She continues to report to the CEO and the Finance and Governance Committee of the Board regarding Subject Access Requests, Data Breaches and areas of consideration and improvement. This is reviewed both internally within LWA, and also as consortium lead for our LDVS and W&GAL partnerships.

All LWA staff receive data protection training, which was updated this year and continues to be rolled out. Briefings and regular updates are circulated to all staff to ensure that they remain up to date.

There have been no breaches of data which have needed to be reported to the Information Commissioners Office (ICO).

7.3 Information, Communications, Technology (ICT)

Our ICT strategy evolves depending on environmental and staffing changes. Next year we are conducting an organisational wide IT refresh, to enable better hybrid working and hot desking for staff and for partners in other organisations.

LEEDS WOMEN'S AID

TRUSTEES REPORT FOR THE YEAR ENDED 31 MARCH 2024

8 Statutory information

8.1 Auditors

A resolution to appoint BK Plus Audit Limited, Chartered Certified Accountants & Registered Auditors as auditors for this financial year was proposed and agreed at the Annual General Meeting, following an open and transparent invitation to tender process.

8.2 Trustees of the charity

The Directors of the charitable company are its Trustees for the purposes of charity law. The Trustees who have served during the year and since the year end are listed at the front of the financial statements.

8.3 Public Benefit

In setting our objectives and planning our activities, the Trustees have carefully considered the Charity Commission's general guidance on public benefit in the Charities Act 2011 in particular to its supplementary public benefit guidance on the advancement of health and saving of lives.

8.4 Statement of responsibilities of the Trustees

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 company as at the end of the financial year and of the surplus or deficit of the company for that period.

In preparing those financial statements the Trustees are required to

- Select suitable accounting policies and then apply them consistently.
- Make judgments and estimates that are reasonable and prudent.
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Company will continue in business.

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

8.5 Statement of disclosure of information to Auditors

The Trustees of the company who held office at the date of approval of this annual report confirm that:

So far as the Directors are aware, there is no relevant audit information (information needed by the company's auditors in connection with preparing their report) of which the company's auditors are unaware, and each Director has taken all the steps that they ought to have taken as a Director in order to make themselves aware of any relevant audit information and to establish that the company's auditors are aware of that information.

Approved on behalf of the Board.

Nneka Ikeogu
.....
Nneka Ikeogu
Director and Chair of the Board

19/11/2024
.....
Date

LEEDS WOMEN'S AID

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF LEEDS WOMEN'S AID

Opinion

We have audited the financial statements of Leeds Women's Aid (the 'charity') for the year ended 31 March 2024 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2024 and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the *Auditor's responsibilities for the audit of the financial statements* section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 require us to report to you if, in our opinion:

- the information given in the financial statements is inconsistent in any material respect with the trustees' report; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records; or
- we have not received all the information and explanations we require for our audit.

LEEDS WOMEN'S AID

INDEPENDENT AUDITOR'S REPORT (CONTINUED) TO THE TRUSTEES OF LEEDS WOMEN'S AID

Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities, the trustees, who are also the directors of the charity for the purpose of company law, are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

The extent to which our procedures are capable of detecting irregularities, including fraud, is detailed below.

A further description of our responsibilities is available on the Financial Reporting Council's website at: <https://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

LEEDS WOMEN'S AID

INDEPENDENT AUDITOR'S REPORT (CONTINUED) TO THE TRUSTEES OF LEEDS WOMEN'S AID

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- The engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- We identified the laws and regulations applicable to the company through discussions with directors and other management, and from our commercial knowledge and experience of the industry sector;
- We focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the company, including the Companies Act 2006, taxation legislation and data protection, anti-bribery, employment, environmental and health and safety legislation;
- We assessed the extent of compliance with the laws and regulations identified above through making enquiries of management and inspecting legal correspondence; and
- Ensured laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit.

We assessed the susceptibility of the company's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- Making enquiries of management as to where they considered there was a susceptibility to fraud, their knowledge of actual, suspected and alleged fraud;
- Considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations; and
- Understanding the design of the company's remuneration policies.

To address the risk of fraud through management bias and override of controls, we;

- Performed analytical procedures to identify any unusual or unexpected relationships;
- Tested journal entries to identify unusual transactions
- Assessed whether judgements and assumptions made in determining the accounting estimates set out in note 2 were indicative of potential bias; and
- Investigated the rationale behind significant or unusual transactions.

In response to the risks of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- Agreeing financial statement disclosures to underlying supporting documentation;
- Reading the minutes of meetings of those charged with governance;
- Enquiring of management as to actual and potential litigation and claims; and
- Reviewing correspondence with HMRC, relevant regulators and the company's legal advisors.

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from the financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the directors and other management and the inspection of regulatory and legal correspondence, if any.

Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

LEEDS WOMEN'S AID

INDEPENDENT AUDITOR'S REPORT (CONTINUED) TO THE TRUSTEES OF LEEDS WOMEN'S AID

Use of our report

This report is made solely to the company's members, as a body, in accordance with section 391 of the Companies Act 2014. Our audit work has been undertaken so that we might state to the company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the company and the company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Victoria Atkinson FCA (Senior Statutory Auditor)
for and on behalf of BK Plus Audit Limited

Chartered Accountants
Statutory Auditor

*BK PLUS Audit
Limited*

21 November 2024

52 St Johns Lane
Halifax
West Yorkshire
England
HX1 2BW

BK Plus Audit Limited is eligible for appointment as auditor of the charity by virtue of its eligibility for appointment as auditor of a company under section 1212 of the Companies Act 2006.

LEEDS WOMEN'S AID

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2024

		Unrestricted funds 2024	Restricted funds 2024	Total 2024	Unrestricted funds 2023	Restricted funds 2023	Total 2023
	Notes	£	£	£	£	£	£
Income from:							
Donations and legacies	3	63,025	49,982	113,007	43,419	62,817	106,236
Charitable activities	4	1,010,291	3,531,614	4,541,905	797,576	2,969,230	3,766,806
Other trading activities	5	68,679	-	68,679	63,366	-	63,366
Investments	6	68,103	-	68,103	5,036	-	5,036
Total income		1,210,098	3,581,596	4,791,694	909,397	3,032,047	3,941,444
Expenditure on:							
Raising funds	7	71,256	-	71,256	69,225	-	69,225
Charitable activities	8	1,164,109	3,190,547	4,354,656	839,724	3,014,993	3,854,717
Total expenditure		1,235,365	3,190,547	4,425,912	908,949	3,014,993	3,923,942
Net income/(expenditure)		(25,267)	391,049	365,782	448	17,054	17,502
Transfers between funds		-	-	-	(57,353)	57,353	-
Net movement in funds	10	(25,267)	391,049	365,782	(56,905)	74,407	17,502
Reconciliation of funds:							
Fund balances at 1 April 2023		822,423	159,338	981,761	879,328	84,931	964,259
Fund balances at 31 March 2024		797,156	550,387	1,347,543	822,423	159,338	981,761

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

LEEDS WOMEN'S AID

BALANCE SHEET

AS AT 31 MARCH 2024

	Notes	2024		2023	
		£	£	£	£
Fixed assets					
Tangible assets	15		95,066		77,633
Current assets					
Debtors	16	156,968		239,523	
Cash at bank and in hand		1,443,929		1,648,162	
		<u>1,600,897</u>		<u>1,887,685</u>	
Creditors: amounts falling due within one year	17	<u>(348,420)</u>		<u>(983,557)</u>	
Net current assets			<u>1,252,477</u>		<u>904,128</u>
Total assets less current liabilities			<u>1,347,543</u>		<u>981,761</u>
Net assets			<u>1,347,543</u>		<u>981,761</u>
The funds of the charity					
Restricted income funds	20		550,387		159,338
Unrestricted funds			797,156		822,423
			<u>1,347,543</u>		<u>981,761</u>

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 March 2024, although an audit has been carried out under section 144 of the Charities Act 2011.

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.

The financial statements were approved by the trustees on 19/11/2024.

Nneka Ikeogu

.....
Dr N C Ikeogu
Trustee

Company registration number 02627468 (England and Wales)

LEEDS WOMEN'S AID

STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 31 MARCH 2024

	Notes	2024 £	£	2023 £	£
Cash flows from operating activities					
Cash (absorbed by)/generated from operations	26		(224,643)		246,207
Investing activities					
Purchase of tangible fixed assets		(47,693)		(42,663)	
Investment income received		68,103		5,036	
Net cash generated from/(used in) investing activities			20,410		(37,627)
Net (decrease)/increase in cash and cash equivalents			(204,233)		208,580
Cash and cash equivalents at beginning of year			1,648,162		1,439,582
Cash and cash equivalents at end of year			<u>1,443,929</u>		<u>1,648,162</u>

LEEDS WOMEN'S AID

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2024

1 Accounting policies

Charity information

Leeds Women's Aid is a private company limited by guarantee incorporated in England and Wales. The registered office is 52 Saint Johns Lane, Halifax, HX1 2BW.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's Memorandum and Articles of Association, the Companies Act 2006, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102") and the Charities SORP "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019). The charity is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention, [modified to include the revaluation of freehold properties and to include investment properties and certain financial instruments at fair value]. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors or grantors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

1.4 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

LEEDS WOMEN'S AID

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

1 Accounting policies

(Continued)

Donated facilities and donated professional services are recognised in income at their fair value when their economic benefit is probable, it can be measured reliably, and the charity has control over the item. Fair value is determined on the basis of the value of the gift to the charity. For example, the amount the charity would be willing to pay in the open market for such facilities and services, a corresponding amount is recognised in expenditure.

No amount is including in the financial statements in relation to volunteer time in line with the SORP (FRS 102). Further detail is given in the Trustees' Annual Report.

Gifts in kind, donated for resale, are recognised within 'Income from other trading activities' at the net realisable value in the financial year in which they are sold.

Fixed asset gifts in kind are recognised when receivable and are included at fair value. These gifts are not deferred over the life of the asset.

Income from trading activities, includes income earned from fundraising events and trading activities to raise funds for the charity. Income is received in exchange for supplying goods and services in order to raise funds and is recognised when entitlement has occurred, income from the charity shop is included in the financial year in which it is received.

The charity receives government grants in respect of its charitable activities, income from government and other grants are recognised at fair value when the charity has entitlement to them and after any performance conditions have been met, when it is probable that the income will be received and when the amount can be measured reliably. If these entitlement conditions are not met the income is treated as deferred income.

Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

1.5 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement, and the amount of the obligation can be measured reliably.

Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges are allocated on the portion of the asset's use.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Plant and equipment	Straight line over 4 years
Fixtures and fittings	Straight line over 4 years

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

LEEDS WOMEN'S AID

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

1 Accounting policies

(Continued)

1.7 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.8 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.9 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

1.10 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

LEEDS WOMEN'S AID

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

1 Accounting policies (Continued)

1.11 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

2 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

3 Income from donations and legacies

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
Donations and gifts	63,025	49,982	113,007	43,419	62,817	106,236

4 Income from charitable activities

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
Charitable activities						
Rental income	866,266	-	866,266	737,215	-	737,215
Personal Service Charge income	69,884	-	69,884	55,110	-	55,110
Contract income	74,141	3,526,344	3,600,485	5,251	2,969,230	2,974,481
Management charges income	-	5,270	5,270	-	-	-
	<u>1,010,291</u>	<u>3,531,614</u>	<u>4,541,905</u>	<u>797,576</u>	<u>2,969,230</u>	<u>3,766,806</u>

LEEDS WOMEN'S AID

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

5 Income from other trading activities

	Unrestricted funds 2024 £	Unrestricted funds 2023 £
Shop income	68,679	63,366

6 Income from investments

	Unrestricted funds 2024 £	Unrestricted funds 2023 £
Interest receivable	68,103	5,036

7 Expenditure on raising funds

	Unrestricted funds 2024 £	Unrestricted funds 2023 £
Trading costs		
Operating charity shops	31,623	29,552
Staff costs	36,020	36,081
Depreciation and impairment	3,613	3,592
	<u>71,256</u>	<u>69,225</u>

LEEDS WOMEN'S AID

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

8 Expenditure on charitable activities

	Charitable activities 2024 £	Charitable activities 2023 £
Direct costs		
Staff costs	2,348,119	2,036,675
Depreciation and impairment	26,648	23,905
Premises costs	434,622	376,755
Repairs and maintenance costs	147,043	147,422
Office costs	51,265	45,109
Advertising costs	9,223	11,300
Other personnel costs	10,692	10,288
Training costs	49,284	47,287
Motor and travel costs	14,004	9,325
Health and safety costs	14,669	12,183
Sub-contractor costs	1,035,042	413,897
Activities and service costs	86,096	650,530
Bad debt provision	9,370	(23,876)
Other costs	1,583	4,116
	<u>4,237,660</u>	<u>3,764,916</u>
Share of support and governance costs (see note 9)		
Support	116,996	89,801
	<u>4,354,656</u>	<u>3,854,717</u>
Analysis by fund		
Unrestricted funds	1,164,109	839,724
Restricted funds	3,190,547	3,014,993
	<u>4,354,656</u>	<u>3,854,717</u>

9 Support costs allocated to activities

	Charitable activities 2024 £	Total 2023 £
Governance	<u>116,998</u>	<u>89,801</u>

LEEDS WOMEN'S AID

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

9	Support costs allocated to activities	(Continued)	
		2024	2023
		£	£
	Governance costs comprise:		
	Audit fees	5,989	7,404
	Legal and professional	78,666	38,317
	Governance costs	1,300	9,214
	Recruitment costs	29,436	32,749
	Bank and credit card charges	1,607	2,117
		<u>116,998</u>	<u>89,801</u>
10	Net movement in funds	2024	2023
		£	£
	The net movement in funds is stated after charging/(crediting):		
	Fees payable for the audit of the charity's financial statements	5,989	7,404
	Depreciation of owned tangible fixed assets	30,261	27,497
		<u>36,250</u>	<u>34,901</u>
11	Auditor's remuneration	2024	2023
		£	£
	Fees payable to the charity's auditor and associates:		
	For audit services		
	Audit of the financial statements of the charity	5,989	7,404
		<u>5,989</u>	<u>7,404</u>
12	Trustees		
	None of the trustees (or any persons connected with them) received any remuneration or benefits from the charity during the year.		
13	Employees		
	The average monthly number of employees during the year was:		
		2024	2023
		Number	Number
	Refuge and Aftercare	48	16
	Community Services	36	33
	Social Enterprise and Funding	3	4
	Management and Administration	11	9
		<u>98</u>	<u>62</u>
	Total	<u>98</u>	<u>62</u>

LEEDS WOMEN'S AID

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

13 Employees	(Continued)	
Employment costs	2024	2023
	£	£
Wages and salaries	2,109,304	1,825,253
Social security costs	185,805	170,306
Other pension costs	89,030	77,197
	<u>2,384,139</u>	<u>2,072,756</u>

The average head count of employees during the year was 98.

The number of employees whose annual remuneration was more than £60,000 is as follows:

	2024	2023
	Number	Number
£70,001 - £80,000	<u>1</u>	<u>1</u>

Remuneration of key management personnel

The remuneration of key management personnel was as follows:

	2024	2023
	£	£
Aggregate compensation	<u>289,263</u>	<u>274,482</u>

The key management personnel of the charity have been identified as the CEO, Operations Director, Fundraising and Marketing Director and Projects, Partnerships Director and Finance and Resources Director.

14 Taxation

The charity is exempt from taxation on its activities because all its income is applied for charitable purposes.

LEEDS WOMEN'S AID

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

15 Tangible fixed assets	Plant and equipment £	Fixtures and fittings £	Total £
Cost			
At 1 April 2023	141,640	70,600	212,240
Additions	6,225	41,468	47,693
At 31 March 2024	<u>147,865</u>	<u>112,068</u>	<u>259,933</u>
Depreciation and impairment			
At 1 April 2023	72,632	61,974	134,606
Depreciation charged in the year	12,773	17,488	30,261
At 31 March 2024	<u>85,405</u>	<u>79,462</u>	<u>164,867</u>
Carrying amount			
At 31 March 2024	<u>62,460</u>	<u>32,606</u>	<u>95,066</u>
At 31 March 2023	<u>8,625</u>	<u>69,008</u>	<u>77,633</u>
16 Debtors		2024	2023
		£	£
Amounts falling due within one year:			
Trade debtors		124,702	203,724
Other debtors		-	(200)
Prepayments and accrued income		32,266	35,999
		<u>156,968</u>	<u>239,523</u>
17 Creditors: amounts falling due within one year		2024	2023
	Notes	£	£
Other taxation and social security		43,438	40,880
Deferred income	18	77,824	804,444
Trade creditors		162,313	38,374
Other creditors		13,518	10,784
Accruals		51,327	89,075
		<u>348,420</u>	<u>983,557</u>
18 Deferred income		2024	2023
		£	£
Arising from Deferred income		<u>77,824</u>	<u>804,444</u>

LEEDS WOMEN'S AID

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

18 Deferred income (Continued)

Deferred income is included in the financial statements as follows:

	2024	2023
	£	£
Deferred income is included within:		
Current liabilities	77,824	804,444
Movements in the year:		
Deferred income at 1 April 2023	804,444	1,039,619
Released from previous and current periods	(3,417,302)	(2,414,113)
Resources deferred in the year	2,690,682	2,178,938
Deferred income at 31 March 2024	77,824	804,444

19 Retirement benefit schemes

	2024	2023
	£	£
Defined contribution schemes		
Charge to profit or loss in respect of defined contribution schemes	87,654	75,726

The charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund.

LEEDS WOMEN'S AID

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

20 Restricted funds

The restricted funds of the charity comprise the unexpended balances of donations and grants held on trust subject to specific conditions by donors as to how they may be used.

	At 1 April 2023 £	Incoming resources £	Resources expended £	Transfers £	At 31 March 2024 £
Bon iver	11,949	9,942	(361)	-	21,530
Comic Relief	6,672	88,561	(95,232)	-	-
Designated Donations	10,000	-	-	-	10,000
Domestic Violence Voices	-	106,528	(92,915)	-	13,613
Donations	43,865	92,182	(43,524)	-	92,523
Donations - Emmeline Play Area	31,301	-	(7,823)	-	23,478
Early Help Hub	-	122,000	(122,000)	-	-
Empowering Systems Change	21,062	255,283	(241,923)	-	34,422
Funded Leeds Domestic Violence Refuge	-	248,922	(248,922)	-	-
Last Resort Fund	5,243	-	-	-	5,243
Leeds Domestic Violence Service	-	709,339	(811,393)	105,000	2,946
Ministry of Justice - Elevate Fund	-	59,992	(70,489)	10,497	-
Ministry of Justice - FDSH IDVA	12,702	90,608	(87,724)	-	15,586
New Burdens Fund - Independent Refuge	-	341,049	(217,180)	-	123,869
New Burdens Fund - Leeds Domestic Violence Service Refuge	-	463,268	(289,507)	(105,000)	68,761
New Burdens Fund - LDVS Community Based	-	398,488	(328,148)	(10,497)	59,843
New Burdens Fund - Practitioner Support	-	49,861	(37,635)	-	12,226
New Burdens Fund - Sanctuary Support	-	355,929	(339,424)	-	16,505
Northern Training Consortium	-	746	-	-	746
Safer City Centre	-	24,056	(24,056)	-	-
Safer Streets 4	13,604	81,465	(48,894)	-	46,175
Staying Safe	2,940	-	(19)	-	2,921
UKSPF	-	83,377	(83,377)	-	-

LEEDS WOMEN'S AID

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024

20	Restricted funds					(Continued)
		<u>159,338</u>	<u>3,581,596</u>	<u>(3,190,546)</u>	<u>-</u>	<u>550,387</u>

LEEDS WOMEN'S AID

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

(Continued)					
20 Restricted funds	At 1 April 2022	Incoming resources	Resources expended	Transfers	At 31 March 2023
Previous year:	£	£	£	£	£
Bon Iver	-	11,977	(28)	-	11,949
Children in Need	1,193	25,357	(26,501)	(49)	-
Comic Relief	10,162	114,071	(117,561)	-	6,672
Designated Donations	10,000	-	-	-	10,000
Domestic Violence Voices	-	25,403	(25,403)	-	-
Donations	31,278	28,457	(15,870)	-	43,865
Donations - Emmeline Play Area	-	39,126	(7,825)	-	31,301
Early Help Hub	-	120,000	(120,000)	-	-
Empowering Systems Change	3,506	231,126	(213,570)	-	21,062
Funded Leeds Domestic Violence Refuge	-	248,922	(248,922)	-	-
Last Resort Fund	5,243	-	-	-	5,243
Leeds Domestic Violence Service	-	706,967	(764,371)	57,404	-
Ministry of Justice - Covid 19 (Leeds Womens Aid)	-	266,102	(266,102)	-	-
Ministry of Justice - Elevate Fund	-	66,760	(66,760)	-	-
Ministry of Justice - FDSH IDVA	18,676	90,608	(96,682)	-	12,702
New Burdens Fund - Independent Refuge	-	241,265	(241,265)	-	-
New Burdens Fund - Leeds Domestic Violence Service Refuge	-	381,881	(381,881)	-	-
New Burdens Fund - Practitioner Support	-	18,208	(18,208)	-	-
New Burdens Fund - Sanctuary Support	-	300,507	(300,507)	-	-
Safer Streets 4	-	38,258	(24,654)	-	13,604
Solace Women's Aid - Labyrinth Project	1,873	20,235	(22,106)	(2)	-
Staying Safe	3,000	-	(60)	-	2,940
VRU Police Control Room	-	56,816	(56,816)	-	-
	<u>84,931</u>	<u>3,032,046</u>	<u>(3,014,992)</u>	<u>57,353</u>	<u>159,338</u>

LEEDS WOMEN'S AID

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

21 Unrestricted funds

The unrestricted funds of the charity comprise the unexpended balances of donations and grants which are not subject to specific conditions by donors and grantors as to how they may be used. These include designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes.

Details of our reserve policy and designated funds are included in the financial section of the Trustees Report.

	At 1 April 2023	Incoming resources	Resources expended	Transfers	At 31 March 2024
	£	£	£	£	£
Designated funds	433,276	-	-	-	433,276
General funds	389,147	1,210,098	(1,235,365)	-	363,880
	<u>822,423</u>	<u>1,210,098</u>	<u>(1,235,365)</u>	<u>-</u>	<u>797,156</u>
Previous year:	At 1 April 2022	Incoming resources	Resources expended	Transfers	At 31 March 2023
	£	£	£	£	£
Designated funds	433,276	-	-	-	433,276
General funds	446,052	909,397	(908,949)	(57,353)	389,147
	<u>879,328</u>	<u>909,397</u>	<u>(908,949)</u>	<u>(57,353)</u>	<u>822,423</u>

22 Analysis of net assets between funds

	Unrestricted funds 2024	Restricted funds 2024	Total 2024
	£	£	£
At 31 March 2024:			
Tangible assets	71,588	23,478	95,066
Current assets/(liabilities)	725,568	526,909	1,252,477
	<u>797,156</u>	<u>550,387</u>	<u>1,347,543</u>
	Unrestricted funds 2023	Restricted funds 2023	Total 2023
	£	£	£
At 31 March 2023:			
Tangible assets	46,332	31,301	77,633
Current assets/(liabilities)	776,091	128,037	904,128
	<u>822,423</u>	<u>159,338</u>	<u>981,761</u>

LEEDS WOMEN'S AID

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

23 Operating lease commitments

Lessee

At the reporting end date the charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2024	2023
	£	£
Within one year	40,360	54,049
Between two and five years	11,589	51,950
	<u>51,949</u>	<u>105,999</u>

24 Related party transactions

There were no disclosable related party transactions during the year (2023 - none).

25 Ultimate Controlling Party

The charity is under the control of the board of trustees.

26 Cash generated from operations

	2024	2023
	£	£
Surplus for the year	365,782	17,502
Adjustments for:		
Investment income recognised in statement of financial activities	(68,103)	(5,036)
Depreciation and impairment of tangible fixed assets	30,261	27,497
Movements in working capital:		
Decrease in debtors	82,554	376,717
Increase in creditors	91,483	64,702
(Decrease) in deferred income	(726,620)	(235,175)
Cash (absorbed by)/generated from operations	<u><u>(224,643)</u></u>	<u><u>246,207</u></u>