

Charity registration number 1005884 (England and Wales)

Company registration number 02627468

LEEDS WOMEN'S AID
ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025

LEEDS WOMEN'S AID

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Ms H L Daniels Ms J M Ezard Dr N C Ikeogu Ms J Mcara Ms R Tredget Dr L Whewell Ms V Rolfe	(Appointed 31 July 2024)
Charity number	1005884	
Company number	02627468	
Registered office	52 Saint Johns Lane Halifax HX1 2BW	
Auditor	BK Plus Audit Limited 52 St Johns Lane Halifax West Yorkshire England HX1 2BW	
Bankers	Unity Trust Bank plc 4 Brindleyplace Birmingham B1 2JB Triodos Bank Deanery Road Bristol BS1 5AS	
Solicitors	Wrigleys Solicitors LLP 19 Cookridge Street Leeds LS2 3AG	

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Leeds Women's Aid (LWA)

Trustees' Annual Report For the Year Ended 31 March 2025

Directors' and Trustees' report for the year ended 31 March 2025

The Trustees present their report and the audited financial statements of the charity for the year ended 31 March 2025. 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 Chairs Foreword

I am pleased to introduce the Trustees' Annual Report for Leeds Women's Aid (LWA) for the year ending 31 March 2025. This has been a year of significant delivery, growing demand, deep reflection and strategic action. In a climate marked by increased financial pressure, rising complexity in our client base, and ever-changing national policy, Leeds Women's Aid has responded with resilience, ambition and clarity of purpose.

As ever, our staff and volunteers have gone above and beyond to support the women, children and families who turn to LWA in times of crisis. The impact is reflected not just in the numbers - over 13,000 contacts, 168 residents supported in refuge, and a near-universal victim-survivor satisfaction rate - but in the powerful, personal stories of lives changed, safety restored, and futures reimaged. These stories are at the heart of everything we do.

This year saw important progress across key areas of the organisation:

- The formal review and approval of our updated Reserves Policy ensures that LWA remains not just sustainable but equipped to grow and adapt.
- Our updated Risk Register and Business Continuity Plan reflect a mature and proactive approach to governance, addressing emerging risks such as cyber threats, utility cost inflation, safeguarding challenges and systemic funding shifts.
- We continued to expand our strategic partnerships through our leadership of both the Leeds Domestic Violence Service (LDVS) and the Women & Girls Alliance Leeds (W&GAL) collaborations that enhance our reach, influence and ability to secure matched and consortia funding.
- We progressed towards the launch of the Children and Young People's Hub, with infrastructure investment planning and ringfenced reserves already in place; an exciting milestone that reflects our long-term commitment to supporting the whole family.

This was also a year in which we continued to invest in the capacity and wellbeing of our people. The pressures facing the women we support are also felt by our frontline teams. The Board remains committed to building an organisation that puts care, learning, equity and sustainability at the heart of our culture.

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We are mindful that while demand for our services continues to grow, so too does the need for sustainable income diversification. Our efforts to strengthen income generation - particularly from individual giving, trusts and corporate supporters - have been encouraging and our Horsforth charity shop continues to be a vital part of this ecosystem, both financially and symbolically.

Looking ahead, LWA is entering a pivotal phase of strategic development. In 2025/26, we are beginning work on a new three-year strategy that will guide our direction through to 2028. Co-production is central to this process, ensuring the lived experience of victim-survivors, insight from frontline staff and volunteers, and strong governance from trustees and robust leadership all shape our future.

This work will be undertaken in the context of wider sector change, including anticipated reforms in domestic abuse funding, housing benefit and the increasing need for culturally responsive and trauma-informed services. Key areas being explored include: expanding early intervention for children and young people; embedding more specialist support for victim-survivors with complex needs; investing in staff wellbeing and professional development and securing operational and financial resilience through improved systems and income diversification.

We will launch the new strategy in 2026 and are already aligning our plans, budgets, and staffing models to deliver on its ambitions. Alongside this, the coming year will see us launch our Children and Young People's Hub, expand school-based prevention work through ELEVATE and continue to influence policy through initiatives such as Ask for Angela and Women's Night Safe Space.

On behalf of the Board of Trustees, I would like to thank our extraordinary staff team, volunteers, donors, funders and partners. You each play a vital role in this work and your continued support means we can stand alongside thousands of women and families across Leeds and beyond as they reclaim their safety, strength and future.

As we look ahead, the need for LWA's services is as urgent as ever. With clarity of mission, strong foundations and shared vision, we move forward committed to empowering every woman, every child and every victim-survivor who needs us.

Nneka Ikeogu

Chair of the Board of Trustees
Leeds Women's Aid

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Note

The structure of this report has now been improved to create a more streamlined strategic overview. This has been done as we've created separate, comprehensive Impact Reports, that have evolved into hugely important documents showcasing our work. Our Trustees' Annual Report now sits clearly alongside those, without duplicating operational achievements and successes. Our 2024 Impact Report can be found at <https://leedswomensaid.co.uk/our-impact/>

1. Objectives and Activities

Leeds Women's Aid (LWA) exists to provide trauma-informed, person-centred support, refuge, advocacy and empowerment services for women, children and young people who are experiencing or have experienced domestic violence and abuse (DV&A). This includes - but is not limited to - sexual violence, coercive and controlling behaviour, forced marriage, honour-based abuse, stalking, harassment, trafficking, economic abuse, technological abuse and female genital mutilation (FGM).

LWA's approach is rooted in feminist principles, recognising the gendered nature of DV&A and its disproportionate impact on women and girls. However, LWA also offers inclusive services to men and trans+ individuals through its commissioned partnerships and helpline, ensuring all victim-survivors in Leeds have access to safety, advocacy and recovery support.

The charity's core objectives are:

- To protect and support individuals affected by DV&A and related harms.
- To provide safe, supported accommodation for women and children fleeing violence.
- To empower women and children to rebuild their lives free from fear.
- To advocate for justice, safety and equity through support with the criminal justice system, housing, finances and legal protections.
- To educate the public and influence systemic change that prevents violence and supports recovery.

Much more detail is included on our website: <https://leedswomensaid.co.uk>

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Key Services Delivered in 2024/2025:

- **24/7 Helpline & Webchat:** Immediate emotional support, risk assessment, and signposting to services.
- **Independent Refuge and Safe Housing:** A range of self-contained and dispersed accommodation for women and families in crisis.
- **Children and Young People (CYP) Services:** One-to-one emotional wellbeing support, educational workshops, after-school clubs and holiday activities for young people exposed to DV&A.
- **Independent Domestic Violence Advocates (IDVAs):** Legal advocacy, safety planning and support through civil and criminal justice proceedings, including specialist IDVAs for young people and those with complex needs.
- **Access & Assessment Team (AAT):** Initial point of contact handling referrals, triage and crisis intervention.
- **Staying Safe Programme:** A 10-week peer-support course focused on healthy relationships, boundary setting and recovery for women affected by DV&A.
- **Community Development and Resettlement Support:** Tailored post-refuge support to enable long-term independence and safety.
- **Strategic Partnerships:** Lead agency in the LDVS, coordinator of the W&GAL, and contributor to city-wide safety initiatives including "Ask for Angela" and the Women's Night Safe Space.
- **Equity, Diversity and Inclusion:** Delivering accessible support across 27 nationalities and 22 languages, removing barriers through interpretation, cultural awareness and tailored approaches. Our work is grounded in intersectionality, recognising how overlapping forms of discrimination (such as sex, gender identity, race, disability, sexuality, age) can affect experiences of abuse and access to support. Inclusive practice is embedded in all aspects of our service delivery, staffing and governance.
- **Advocacy and Systems Change:** Engaging with West Yorkshire Police, local authorities and national campaigns to improve system responses to DV&A.

LWA's holistic and integrated service model reflects its belief that all individuals - regardless of age, background or circumstances - deserve safety, dignity, respect and support in their journey from abuse to recovery.

2. Achievements and Performance

2024/2025 at a glance:

- 13,000+ contacts for support across phone, email, webchat and referrals;
- 168 women and children supported in refuge;
- 2,700 helpline contacts received on average per week;
- 99% of service users better able to recognise abusive behaviour;
- 98% said support met their needs;
- 100% of women supported by IDVA team reported feeling safer;
- 132 children and young people referred to ELEVATE support service.

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User Testimonials:

Refuge Support

"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."

"In terms of refuge, you do everything you can, and it is definitely enough. It made me more confident in my decision to leave my abuser when I did. Leeds Women's Aid have been the best service I've ever dealt with, and I am so grateful for everything you've done for me."

"You learn so much and forgive yourself and actually love yourself when you realise it was never your fault."

Helpline and First Contact

"You have treated me with so much care, so much compassion and so much understanding. Sometimes I feel like professionals just talk to me because it's their job, but you have spoken to me in such a way I truly feel supported and cared for as a person."

IDVA and Legal Advocacy

"My IDVA made a difference to my life. She listened when I had no one else. Sometimes I couldn't wait to speak to her because she was the one positive thing I had. I could speak how I felt and not be judged - I felt safe with her."

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

Staying Safe Programme

"I feel like a different person. I identify signs better; my confidence has grown and I am being assertive in all aspects of my life."

"I've learned how to protect myself and what to watch out for with a new partner."

Children and Young People

"Me and my son are much happier now. We had great support and the staff are very good."

– Mother supported in refuge

"I've learned to love myself more and to believe in myself too."

– Teenage girl supported by ELEVATE

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"Our school children are benefitting so much from this dedicated service. Previously we had nowhere to signpost children who needed tailored domestic violence support and we are thrilled to say we now do."
– Designated Safeguarding Lead at a partner school

"She's more settled at home... more settled speaking to me about stuff. She is just happier in herself... She's so confident now. She's not the same child."
– Parent supported by CYP team

General Feedback / Life Impact

"Since I received the help of LWA, my life and that of my child have changed. Now we live more calmly without stress and without fear. I have started to take care of myself. My health is improving and I feel positive and eager to continue improving."

"I feel like I've got my life back. I didn't think I would smile again - but I do now, every day."

"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 were."

"Without LWA support, I would still be in a violent relationship, or even worse, I could have been killed."

3. Financial Review

This has been another significant year for Leeds Women's Aid, marked by both an increase in income and an expansion of our reach.

Our financial sustainability continues to be underpinned by our core funding sources; primarily Local Authority contracts and rental income, including Housing Benefit. We remain deeply grateful for the strong partnership we have with Leeds City Council, whose continued support and collaborative approach have helped us secure additional funding for our much-needed services. Their robust and considerate contract management plays a vital role in enabling us to meet rising demand.

The Trustees are pleased to present the audited financial statements for the year ended 31 March 2025. During this period, our total income was £4,686,457, while our total expenditure was £4,491,153, resulting in a net surplus of £195,304. This surplus is primarily on unrestricted funds totalling £188,414 that will be carried forward to support future service delivery. This compares to a surplus of £365,782 of mainly restricted funds in the previous financial year (2023/2024), reflecting our continued progress in securing and managing resources effectively. Reserves carried forward are £1,542,847 of which £557,277 are restricted and £985,570 are unrestricted.

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Principal Funding Sources:

Leeds Women's Aid (LWA) is funded through a diverse range of income streams that reflect both the breadth of its service delivery and the strength of its partnerships across the public, private and voluntary sectors. This mixed funding model ensures a degree of financial resilience while supporting LWA's ability to deliver holistic, high-impact services for women, children and families affected by domestic violence and abuse.

Ethical and victim-survivor-centred approach to Fundraising

All fundraising and income-generation activities align with LWA's mission and values, ensuring no partnerships, donations or funding sources compromise our independence, victim-survivor safety or equity commitments.

Fundraising is embedded within our organisational strategy and linked to diversification targets and long-term sustainability planning. LWA operates in line with:

- Fundraising Regulator's Code of Fundraising Practice - Transparency, honesty, and accountability in all donor communications.
- Charity Commission Guidance - Full compliance with charity law, governance obligations, and trustee duties.
- Chartered Institute of Fundraising - ensuring professionalism, transparency and accountability.
- Gift Aid Scheme - HMRC-registered to claim Gift Aid on eligible donations.
- Data Protection (UK GDPR) - Ensuring supporter data is processed lawfully, securely, and transparently.
- Safeguarding in Fundraising - Protecting staff, volunteers, and supporters during events or campaigns.
- Ethical Fundraising Policy - Screening donors and partners to avoid conflicts of interest or reputational risk.
- NCVO Ethical Principles - promoting a beneficiaries first approach.

The charity received no complaints about its fundraising activities during the year.

Local Authority Contract

A significant portion of LWA's funding comes from commissioned services through Leeds City Council, including its role as the lead agency in the LDVS consortium. These contracts support the delivery of refuge accommodation, 24/7 helpline services, IDVA support, community-based services and outreach work.

Government and Statutory Bodies

LWA receives project-based and strategic funding from national government departments and agencies, including:

- Ministry of Justice;
- Ministry of Housing, Communities and Local Government (MHCLG), formerly known as Department for Levelling Up, Housing and Communities (DLUHC);
- West Yorkshire Combined Authority;
- UK Shared Prosperity Fund.

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This funding supports key initiatives, such as Sanctuary Support, specialist IDVA roles and safety infrastructure for victim-survivors.

Charitable Trusts and Foundations

LWA benefits from the ongoing support of a number of charitable trusts and grant-making foundations. These contributions enable the charity to expand capacity, innovate and respond flexibly to emerging needs. Key supporters in 2024/2025 included:

- AABIE
- Clothworkers
- Elizabeth & Prince Zaiger Charitable Trust
- Garfield Weston
- George Moore Foundation
- Keith Howard Foundation
- People's Postcode Community Trust
- Smallwood Trust
- Sovereign Community Programme
- The Big Give
- The Barratt Foundation
- The Liz and Terry Bramhall trust
- The National Lottery Community Fund
- The Wolfson Foundation
- Wade Charity
- West Riding Masonic Charities Ltd.'s Community Fund

Corporate Support and Partnerships

LWA works with socially responsible businesses who provide not only funding, but also in-kind donations, sponsorship, volunteering and awareness-raising. In 2024/2025, corporate partners included:

- Aecom
- AETC
- Avery Walters Solicitors
- Barratt Homes
- Bevan Brittan
- Cartwright Pickard Architects
- COOK
- DLA Architecture Ltd
- Engage Interactive
- Equans UK
- Equifax
- Farnell Global
- Fenton Packaging Solutions
- From the Fields
- Fusion Unlimited
- Hays

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- Heneghan & Sons Ltd
- IPL Brightgreen
- John Lewis
- Knight Frank Promise - City Square House
- Lights Out Tattoo
- Marks & Spencer Pudsey
- Marshalls Mill
- Mastercard
- Michael Page
- Network Rail
- Plus-Project Ltd
- Ride Shotgun Leeds
- RSMUK
- SAAF Education Ltd
- Santander
- Shoosmiths
- Sovereign Health Care
- Superfriendz
- The Football Association Premier League Limited
- Thorton Jones Solicitors
- Tigerbond
- Torsion Construction
- Unite theUnion
- University of Leeds - Payroll Giving
- Valuation Office
- Wates Construction (North)
- Zurich - ZCT Challenge Teams

Community Fundraising and Individual Donors

In addition to institutional support, LWA receives vital contributions from individual donors, sponsored challenges, workplace fundraisers, community groups and local events. The LWA charity shop in Horsforth continues to generate unrestricted income, while also raising awareness and providing a tangible link to the community.

Notably, £34,320 worth of volunteer time was gifted to the charity shop in 2024/2025, demonstrating strong community engagement and support-in-kind.

Strategic Alliances and Consortia

As the lead partner in both the LDVS and the W&GAL, Leeds Women's Aid plays a pivotal role in shaping, coordinating and delivering high-quality, City-wide responses to domestic violence and abuse. These strategic alliances allow LWA to share resources, align funding opportunities and deliver integrated, intersectional support across Leeds. Together with our enhanced profile, these partnerships also enable us to take a more active role in campaigning, influencing policy and providing thought leadership at local, regional and national levels.

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Leeds Domestic Violence Service (LDVS)

LWA is the lead agency in the LDVS - a long-standing, commissioned partnership between Leeds Women's Aid, Behind Closed Doors and Women's Health Matters.

This collaboration also includes the LDVS Voices Project, which empowers individuals with lived experience of DV&A - including women, men, children and LGBTQ+ victim-survivors - to shape and improve future service delivery and inform policy. In 2024/2025, this project enabled dialogue with senior leaders at West Yorkshire Police, contributing to internal reforms and increased usage of Clare's Law.

Through LDVS, LWA is able to access shared infrastructure, specialist staffing and joint funding streams that enhance the resilience and reach of services, particularly important during times of high demand or funding uncertainty.

Women & Girls Alliance Leeds (W&GAL)

LWA also leads the W&GAL - a powerful consortium of 12 local organisations united by a shared mission to improve outcomes for women and girls across the City. The Alliance is built on a foundation of feminist principles and intersectional inclusion and focuses on the empowerment, safety and wellbeing of all women and girls, particularly those facing multiple disadvantages.

Flagship initiatives delivered under this Alliance in 2024/2025 included:

- **Women Friendly Leeds**, which promotes safety and representation in public spaces through campaigns such as *Ask for Angela* and *Women's Night Safe Space*.
- **Empowering Systems Change**, a project providing flexible, holistic support for women with multiple and complex needs who often fall through gaps in traditional services.
- Health and wellbeing groups, art and activism sessions, culturally-specific women's groups, and safety awareness training ("Switch on to Women's Safety").
- **The Women and Girls Equality Hub**, brings together any woman or girl, women's centred organisations, groups and projects to identify and respond to the issues and challenges faced by women and girls in Leeds.

By working in partnership, W&GAL enables LWA to extend its influence and impact beyond direct service delivery, engaging with communities, statutory bodies and policymakers to drive systemic change and create a safer Leeds for all women and girls. Combined with our elevated profile, these alliances amplify LWA's ability to shape public discourse, lead sector conversations and influence policy reforms to create a safer Leeds for all women and girls.

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Recent examples of LWA's leadership in campaigning and thought leadership include:

- Leading local and regional consultations, including the Women's Lives Leeds Community Conversations – a platform enabling women and girls across the City to share their lived experiences and priorities directly with decision-makers. These conversations provided Leeds City Council with valuable insight, resulting in a series of pledges to address the issues and concerns raised.
- Driving media campaigns and public awareness initiatives, including radio interviews and op-eds (written opinion pieces) focusing on the urgent need for improved funding and systemic reform.
- Participating as keynote speakers at sector conferences and regional safeguarding forums, where LWA has highlighted intersectional approaches and trauma-informed practice.

Reserves Policy:

Leeds Women's Aid (LWA) maintains a formal reserves policy that aligns with good practice in the charity sector, ensuring both financial resilience and the ability to respond flexibly to risk, opportunity and change. The policy is reviewed annually by the Board of Trustees and is closely aligned with LWA's strategic priorities, operational risk register and business continuity planning. The Board of Trustees receives and reviews reports on reserves as part of their governance responsibilities and takes decisions on designated and unrestricted fund usage to balance short-term priorities with long-term sustainability.

Purpose of the Reserves

LWA's reserves are not based on a multiple of monthly expenditure but are instead calculated using a needs-based model that considers:

- Working capital to support the continuity of core operations;
- Coverage for key risks identified in the organisational risk register;
- Funding to enable infrastructure investment and service innovation;
- Financial response capability for unexpected disasters or income shocks;
- Designated funds for specific growth opportunities or initiatives;
- Lessons learned from the COVID-19 pandemic and utility cost spikes.

Actual Reserves

As of March 2025, unrestricted reserves stood at £985,570, an increase from £797,156 in the financial year 2023/2024, reflecting:

- Increased unrestricted donations;
- Better costing of full cost recovery;
- Strategic plans to develop the organisation.

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Target Range

The Trustees consider an adequate level of unrestricted reserves to be between £887,000 and £996,000. This range:

- Covers all expected working capital needs;
- Provides for all designated funds;
- Includes contingency funding for infrastructure and emergencies;
- Allows partial coverage (between 25% - 66%) of risk-rated financial liabilities.

While it is unlikely that all identified risks will materialise simultaneously, the policy ensures LWA is positioned to navigate both planned developments and unforeseen challenges without disruption to core services.

Investments:

We continue to have our investments in CCLA's deposit fund, giving us over £60k of unrestricted income in interest. This also reduces the risk for us in terms of having funds in numerous bank accounts and having any amounts that are not covered by the Financial Services Compensation scheme.

4. Structure, Governance and Management

Governing document and legal structure

Leeds Women's Aid is a registered charity governed by a board of trustees who meet regularly to oversee the strategic direction and financial health of the organisation. The charity is a company limited by guarantee governed by its Articles of Association, last amended on 9th November 2020.

Board of Trustees

The Charity is overseen by a Board of Trustees who meet regularly to set strategic direction, monitor performance and ensure the Charity's assets are safeguarded. Trustees are also responsible for ensuring compliance with legal and regulatory obligations, including those set by the Charity Commission and Companies House.

At the year end, the Board comprised of 7 trustees. Trustees serve on a voluntary basis and do not receive remuneration for their role.

Trustee recruitment and appointment

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 staff are recruited, and there are role profiles and an application form.

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Board skills and diversity

Building on our growing profile, we attract both planned and unsolicited interest from potential trustees. In 2025/2026, following a skills audit, we are undertaking targeted recruitment to strengthen the Board with expertise in fundraising, business transformation and housing, while prioritising protected characteristics and lived experience to ensure our leadership reflects the diversity of the communities we serve.

Applicants are interviewed by the Chair/Vice 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 to ensure trustees remain informed about legal duties and sector developments.

Management delegation

Trustees delegate day-to-day management to the Chief Executive Officer and Senior Leadership Team. Clear reporting lines and performance measures are in place to ensure accountability.

Partnerships

LWA is the lead agency in the LDVS, working in partnership with Behind Closed Doors and Women's Health Matters. It also leads the W&GAL, a consortium of 12 organisations.

5. Public Benefit

The Trustees confirm they have complied with the duty in section 17 of the Charities Act 2011 to have due regard to the Charity Commission's guidance on public benefit. All activities undertaken by LWA during 2024/2025 directly further its charitable objectives and deliver significant public benefit.

This includes:

- Emergency refuge and safe housing;
- Support for marginalised groups, including disabled women and non-English speakers;
- Free, trauma-informed support across all services;
- Engagement with policymakers and system change initiatives to protect future victim-survivors.

6. Risk Management

The trustees recognise their responsibility for managing risk and ensuring that Leeds Women's Aid (LWA) has a robust system of internal control. In 2025, the Board have commenced a comprehensive review of the Business Continuity Plan and Risk Register and in 2025/26 will - with input from our Risk Manager - update them both in line with our new strategic plans.

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This proactive approach reflects LWA's commitment to ensuring operational resilience and protecting beneficiaries, staff and assets. The updated Risk Register is likely to include 21 specific risk areas across governance, operations, finance, cyber security, safeguarding and service delivery. Each risk will be supported by action plans and mitigation measures, with responsible leads assigned to ensure risks are being actively managed.

Key risks identified and managed in 2024 - 2025 included:

- **Financial Risks:** Ongoing diversification of income streams and development of anti-fraud policies to mitigate against contract loss and funding shortfalls.
- **Cyber Security and Data Loss:** Enhanced IT asset audits, staff training on insider threats and regular testing of system backups to protect critical data and prevent operational disruption.
- **Safeguarding and Criminal Risk:** Updated policies and frontline training to address potential criminal exploitation affecting service users, especially in refuge settings.
- **Reputational Risk:** Strengthened media and crisis communications strategies, including staff training and external stakeholder engagement.
- **Loss of Access to Premises or Services:** Incident response and contingency plans developed for potential loss of refuge accommodation or utility failures.
- **Strategic Risks:** Planning underway for the 2026 - 2028 Strategic Framework to ensure alignment with national and local policy changes, particularly around housing benefit and refuge funding.

LWA will also introduce a new risk category related to criminality, ensuring safeguarding protocols remain strong even in the face of emerging risks affecting vulnerable individuals.

The Board of Trustees reviews the Risk Register quarterly and ensures mitigating actions are embedded across the organisation. Risks are not seen solely as threats but as opportunities to improve governance, resilience and service delivery.

7. Plans for Future Periods

Looking ahead, Leeds Women's Aid is entering a pivotal period of strategic development. During the next financial year (2025/26), LWA will initiate the process of designing a new three-year strategy, which will set our direction through to 2028. This will build on the foundations of our current values-led model and our commitment to continuous improvement, inclusion and victim-survivor-centred practice.

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A core principle of this new strategy will be co-production. We firmly believe that the people who use our services - and those who deliver them - are best placed to shape how they evolve. As such, our approach will be deeply consultative, engaging:

- Victim-survivors with lived experience through structured workshops, 1:1 feedback and collaboration via the LDVS Voices Project.
- All employees and volunteers through focus groups, reflective practice sessions and opportunities to shape priorities from the ground up.
- Trustees and the Senior Leadership Team, who are working together to embed good governance, financial sustainability, equity and trauma-informed practice into every level of the organisation.

The strategic review will also be informed by national and local developments, including anticipated changes to domestic abuse funding frameworks, housing benefit reform and the growing demand for intersectional, culturally appropriate support.

Key areas of focus being explored in the strategic design process include:

- Expanding preventative education and early intervention work with children and young people.
- Embedding specialist support pathways for victim-survivors with multiple and complex needs.
- Strengthening staff wellbeing, retention and professional development.
- Enhancing equity, diversity and inclusion across all organisational levels.
- Scaling and sustaining key services through diversified income streams.
- Ensuring operational resilience through continued investment in infrastructure, data systems and digital access.

The new strategy will be launched in 2026 and will align our organisational plans, budgets and staffing structures to deliver on its ambitions. Our goal is not just to respond to need—but to lead with compassion, courage and evidence, ensuring that LWA remains a vital, trusted and future-facing organisation for years to come.

In 2025/2026, LWA also plan to:

- Complete and launch a new Children and Young People's Hub to support over 100 children annually in refuge.
- Expand the ELEVATE school-based DV&A programme, pending further funding.
- Strengthen service delivery through trauma-informed training and staff development.
- Continue to lead partnership working through the LDVS and W&GAL.
- Engage in policy influence and campaigns, including Ask for Angela and Women's Night Safe Space.

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8. Statutory Information

Statement of responsibilities of the Trustees

The Trustees, who are also directors of the charitable company for the purposes of company law, are responsible for preparing the Trustees report and the financial statements in accordance with applicable law and UK Accounting Standards (UK Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the 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

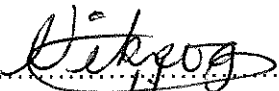
- Select suitable accounting policies and then apply them consistently.
- Observe the methods and principles of the Charities SORP (FRS102)
- Make judgments and estimates that are reasonable and prudent.
- State whether applicable UK Accounting Standards (FRS102) have been followed, subject to any material departures disclosed and explained in the financial statements
- 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.

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 Trustees are aware, there is no relevant audit information of which the company's auditors are unaware, and each Trustee has taken all the steps that they ought to have taken as a Trustee in order to make themselves aware of any relevant audit information and to establish that the charitable company's auditors are aware of that information.

Approved on behalf the Board


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

Date 02/10/25.....

LEEDS WOMEN'S AID

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS 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 2025 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 2025 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the *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, except to the extent otherwise explicitly stated in our report, 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.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the trustees' report for the financial year for which the financial statements are prepared, which includes the directors' report prepared for the purposes of company law, is consistent with the financial statements; and
- the directors' report included within the trustees' report has been prepared in accordance with applicable legal requirements.

LEEDS WOMEN'S AID

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

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included within the trustees' report.

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

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

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

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 MEMBERS 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 MEMBERS OF LEEDS WOMEN'S AID

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an 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 charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Victoria Atkinson FCA (Senior Statutory Auditor)

For and on behalf of BK Plus Audit Limited, Statutory Auditor
Chartered Certified Accountants

52 St Johns Lane

Halifax

West Yorkshire

HX1 2BW

England

Date: 14 October 2025

BK Plus Audit Limited

LEEDS WOMEN'S AID

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2025

		Unrestricted funds 2025	Restricted funds 2025	Total 2025	Unrestricted funds 2024	Restricted funds 2024	Total 2024
	Notes	£	£	£	£	£	£
Income from:							
Donations and legacies	3	179,544	221,316	400,860	63,025	49,982	113,007
Charitable activities	4	1,026,600	3,122,965	4,149,565	1,010,291	3,531,614	4,541,905
Other trading activities	5	75,779	-	75,779	68,679	-	68,679
Investments	6	60,253	-	60,253	68,103	-	68,103
Total income		1,342,176	3,344,281	4,686,457	1,210,098	3,581,596	4,791,694
Expenditure on:							
Raising funds	7	74,963	-	74,963	71,256	-	71,256
Charitable activities	8	1,078,799	3,337,391	4,416,190	1,164,109	3,190,547	4,354,656
Total expenditure		1,153,762	3,337,391	4,491,153	1,235,365	3,190,547	4,425,912
Net income and movement in funds		188,414	6,890	195,304	(25,267)	391,049	365,782
Reconciliation of funds:							
Fund balances at 1 April 2024		797,156	550,387	1,347,543	822,423	159,338	981,761
Fund balances at 31 March 2025		985,570	557,277	1,542,847	797,156	550,387	1,347,543

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 2025

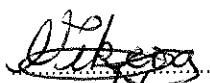
		2025		2024	
	Notes	£	£	£	£
Fixed assets					
Tangible assets	15		74,293		95,066
Current assets					
Debtors	16	200,609		156,968	
Cash at bank and in hand		1,671,752		1,443,929	
		<u>1,872,361</u>		<u>1,600,897</u>	
Creditors: amounts falling due within one year	17	<u>(403,807)</u>		<u>(348,420)</u>	
Net current assets			<u>1,468,554</u>		<u>1,252,477</u>
Total assets less current liabilities			<u>1,542,847</u>		<u>1,347,543</u>
Net assets			<u>1,542,847</u>		<u>1,347,543</u>
The funds of the charity					
Restricted income funds	20		557,277		550,387
Unrestricted funds			985,570		797,156
			<u>1,542,847</u>		<u>1,347,543</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 2025, although an audit is required 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.

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

The financial statements were approved by the trustees on 02/10/25



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 2025

	Notes	2025 £	£	2024 £	£
Cash flows from operating activities					
Cash generated from/(absorbed by) operations	27		186,448		(224,643)
Investing activities					
Purchase of tangible fixed assets		(18,878)		(47,693)	
Investment income received		60,253		68,103	
Net cash generated from investing activities			41,375		20,410
Net increase/(decrease) in cash and cash equivalents			227,823		(204,233)
Cash and cash equivalents at beginning of year			1,443,929		1,648,162
Cash and cash equivalents at end of year			<u>1,671,752</u>		<u>1,443,929</u>

LEEDS WOMEN'S AID

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

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 Basis of preparation

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. 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 2025

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 included 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 2025

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 2025

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 2025 £	Restricted funds 2025 £	Total 2025 £	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
Donations and gifts	124,675	221,316	345,991	63,025	49,982	113,007
Legacies	54,869	-	54,869	-	-	-
	<u>179,544</u>	<u>221,316</u>	<u>400,860</u>	<u>63,025</u>	<u>49,982</u>	<u>113,007</u>

4 Income from charitable activities

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
Charitable activities						
Rental income	949,891	-	949,891	866,266	-	866,266
Personal Service Charge income	74,411	-	74,411	69,884	-	69,884
Contract income	(584)	3,122,965	3,122,381	74,141	3,526,344	3,600,485
Management charges income	2,882	-	2,882	-	5,270	5,270
	<u>1,026,600</u>	<u>3,122,965</u>	<u>4,149,565</u>	<u>1,010,291</u>	<u>3,531,614</u>	<u>4,541,905</u>

LEEDS WOMEN'S AID

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

5 Income from other trading activities

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Shop income	75,779	68,679

6 Income from investments

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Interest receivable	60,253	68,103

7 Expenditure on raising funds

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Trading costs		
Operating charity shops	34,943	31,623
Staff costs	36,428	36,020
Depreciation and impairment	3,592	3,613
	<u>74,963</u>	<u>71,256</u>

LEEDS WOMEN'S AID

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

8 Expenditure on charitable activities

	Charitable activities 2025 £	Charitable activities 2024 £
Direct costs		
Staff costs	2,444,315	2,348,119
Depreciation and impairment	36,059	26,648
Premises costs	384,301	434,622
Repairs and maintenance costs	156,433	147,043
Office costs	46,101	51,265
Advertising costs	7,168	9,223
Other personnel costs	21,473	10,692
Training costs	46,688	49,284
Motor and travel costs	14,034	14,004
Health and safety costs	20,212	14,669
Subcontractor costs	1,021,696	1,035,042
Activities and service costs	72,196	86,096
Bad debt provision	41,506	9,370
Other costs	162	1,583
	<u>4,312,344</u>	<u>4,237,660</u>
Share of support and governance costs (see note 9)		
Support	103,846	116,996
	<u>4,416,190</u>	<u>4,354,656</u>
Analysis by fund		
Unrestricted funds	1,078,799	1,164,109
Restricted funds	3,337,391	3,190,547
	<u>4,416,190</u>	<u>4,354,656</u>

9 Support costs allocated to activities

	Charitable activities 2025 £	Total 2024 £
Governance	103,846	116,998
	<u>103,846</u>	<u>116,998</u>

LEEDS WOMEN'S AID

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

9	Support costs allocated to activities	(Continued)	
		2025	2024
		£	£
	Governance costs comprise:		
	Audit fees	7,476	5,989
	Legal and professional	67,563	78,666
	Governance costs	2,583	1,300
	Recruitment costs	21,076	29,436
	Bank and credit card charges	5,148	1,607
		<u>103,846</u>	<u>116,998</u>
10	Net movement in funds	2025	2024
		£	£
	The net movement in funds is stated after charging/(crediting):		
	Fees payable for the audit of the charity's financial statements	7,476	5,989
	Depreciation of owned tangible fixed assets	39,651	30,261
		<u>39,651</u>	<u>30,261</u>
11	Auditor's remuneration		
	Fees payable to the charity's auditor and associates:	2025	2024
		£	£
	For audit services		
	Audit of the financial statements of the charity	7,476	5,989
		<u>7,476</u>	<u>5,989</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:		
		2025	2024
		Number	Number
	Refuge and Aftercare	44	48
	Community Services	25	36
	Social Enterprise and Funding	4	3
	Management and Administration	14	11
		<u>87</u>	<u>98</u>
	Total	<u>87</u>	<u>98</u>

LEEDS WOMEN'S AID

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

13 Employees	(Continued)	
Employment costs	2025	2024
	£	£
Wages and salaries	2,190,787	2,109,304
Social security costs	195,130	185,805
Other pension costs	94,826	89,030
	<u>2,480,743</u>	<u>2,384,139</u>

The average head count of employees during the year was 87.

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

	2025	2024
	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:

	2025	2024
	£	£
Aggregate compensation	<u>322,771</u>	<u>289,263</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 Manager.

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 2025

15 Tangible fixed assets			
	Plant and equipment	Fixtures and fittings	Total
	£	£	£
Cost			
At 1 April 2024	147,865	112,068	259,933
Additions	12,126	6,752	18,878
	<u> </u>	<u> </u>	<u> </u>
At 31 March 2025	159,991	118,820	278,811
	<u> </u>	<u> </u>	<u> </u>
Depreciation and impairment			
At 1 April 2024	85,405	79,462	164,867
Depreciation charged in the year	24,192	15,459	39,651
	<u> </u>	<u> </u>	<u> </u>
At 31 March 2025	109,597	94,921	204,518
	<u> </u>	<u> </u>	<u> </u>
Carrying amount			
At 31 March 2025	50,394	23,899	74,293
	<u> </u>	<u> </u>	<u> </u>
At 31 March 2024	62,460	32,606	95,066
	<u> </u>	<u> </u>	<u> </u>
16 Debtors		2025	2024
		£	£
Amounts falling due within one year:			
Trade debtors		78,889	124,702
Prepayments and accrued income		121,720	32,266
		<u> </u>	<u> </u>
		200,609	156,968
		<u> </u>	<u> </u>
17 Creditors: amounts falling due within one year		2025	2024
	Notes	£	£
Other taxation and social security		41,329	43,438
Deferred income	18	265,000	77,824
Trade creditors		44,546	162,313
Other creditors		15,214	13,518
Accruals		37,718	51,327
		<u> </u>	<u> </u>
		403,807	348,420
		<u> </u>	<u> </u>
18 Deferred income		2025	2024
		£	£
Arising from Deferred income		265,000	77,824
		<u> </u>	<u> </u>

LEEDS WOMEN'S AID

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

18 Deferred income

(Continued)

Deferred income is included in the financial statements as follows:

	2025	2024
	£	£
Deferred income is included within:		
Current liabilities	265,000	77,824
Movements in the year:		
Deferred income at 1 April 2024	77,824	804,444
Released from previous and current periods	(3,217,020)	(3,417,302)
Resources deferred in the year	3,404,196	2,690,682
Deferred income at 31 March 2025	265,000	77,824

19 Retirement benefit schemes

	2025	2024
	£	£
Defined contribution schemes		
Charge to profit or loss in respect of defined contribution schemes	94,826	87,654

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 2025

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 2024	Incoming resources	Resources expended	Transfers	At 31 March 2025
	£	£	£	£	£
Bon Iver	21,530	2,317	(11,716)	-	12,131
Designated Donations	10,000	-	(1,500)	-	8,500
New Burdens Fund --Domestic Violence Voices	13,613	106,528	(99,654)	-	20,487
Donations	92,523	172,371	(12,041)	-	252,853
Donations - Emmeline Play Area	23,478	-	(8,605)	-	14,873
Early Help Hub	-	122,200	(122,200)	-	-
Empowering Systems Change	34,422	162,324	(196,746)	-	-
Equalities Womens Hub	-	5,180	(3,264)	-	1,916
Household Support Fund	-	37,023	(16,992)	-	20,031
Last Resort Fund	5,243	-	-	-	5,243
Leeds Domestic Violence Service	2,946	204,685	(204,685)	-	2,946
Leeds Domestic Violence Service - Non LWA Funds	-	229,600	(229,600)	-	-
Leeds Domestic Violence Service - Lot 1 IDVA	-	352,171	(352,171)	-	-
LDVS Lot 2	-	248,925	(248,925)	-	-
Ministry of Justice - FDSH IDVA	15,586	75,023	(87,732)	-	2,877
MOJ - Elevate Fund	-	61,836	(61,836)	-	-
New Burdens Fund - Independent Refuge	123,869	153,314	(245,691)	-	31,492
New Burdens Fund - Leeds Domestic Violence Service Refuge	68,761	299,767	(367,537)	-	991
New Burdens Fund - LDVS Community Based	59,843	371,735	(401,510)	-	30,068
New Burdens Fund - Practitioner Support	12,226	50,086	(54,721)	-	7,591
New Burdens Fund - Sanctuary Support	16,505	372,351	(361,414)	-	27,442
Northern Training Consortium	746	2,986	(3,000)	-	732
Online Chat	-	2,500	(2,500)	-	-
Police Commissioner Grant	-	70,008	(70,008)	-	-
Safer City Centre	-	3,944	(3,944)	-	-
Safer Streets 4	46,175	116,853	(48,845)	-	114,183

LEEDS WOMEN'S AID

**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2025**

20	Restricted funds				(Continued)
	Staying Safe	2,921	-	-	2,921
	UKSPF	-	89,499	(89,499)	-
	Women's Centre Funding	-	31,056	(31,056)	-
		<u>550,387</u>	<u>3,344,282</u>	<u>(3,337,392)</u>	<u>557,277</u>

LEEDS WOMEN'S AID

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

20	Restricted funds	At 1 April 2023	Incoming resources	Resources expended	Transfers	At 31 March 2024
		£	£	£	£	£
	Previous year:					
	Bon Iver	11,949	9,942	(361)	-	21,530
	Comic Relief	6,672	88,561	(95,232)	-	-
	Designated Donations	10,000	-	-	-	10,000
	New Burdens Fund - 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	(217,160)	-	123,889
	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
	VRU Police Control Room	-	83,377	(83,377)	-	-
		159,338	3,581,596	(3,190,546)	-	550,387

LEEDS WOMEN'S AID

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

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 2024 £	Incoming resources £	Resources expended £	Transfers £	At 31 March 2025 £
General Funds	363,880	1,342,176	(1,153,762)	(116,724)	435,570
Designated Funds	433,276	-	-	116,724	550,000
	<u>797,156</u>	<u>1,342,176</u>	<u>(1,153,762)</u>	<u>-</u>	<u>985,570</u>
Previous year:	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>

22 Analysis of net assets between funds

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £
At 31 March 2025:			
Tangible assets	74,293	-	74,293
Current assets/(liabilities)	911,277	557,277	1,468,554
	<u>985,570</u>	<u>557,277</u>	<u>1,542,847</u>
	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>

LEEDS WOMEN'S AID

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

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:

	2025 £	2024 £
Within one year	11,589	40,360
Between two and five years	-	11,589
	<u>11,589</u>	<u>51,949</u>

24 Capital commitments

Amounts contracted for but not provided in the financial statements:

	2025 £	2024 £
Property improvements	<u>245,803</u>	<u>-</u>

25 Related party transactions

There were no disclosable related party transactions during the year (2024 - none).

26 Ultimate Controlling Party

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

27 Cash generated from/(absorbed by) operations

	2025 £	2024 £
Surplus for the year	195,304	365,782
Adjustments for:		
Investment income recognised in statement of financial activities	(60,253)	(68,103)
Depreciation and impairment of tangible fixed assets	39,651	30,261
Movements in working capital:		
(Increase)/decrease in debtors	(43,641)	82,554
(Decrease)/increase in creditors	(131,789)	91,483
Increase/(decrease) in deferred income	187,176	(726,620)
Cash generated from/(absorbed by) operations	<u>186,448</u>	<u>(224,643)</u>

