

**Women's Resource and Development Agency
Company Limited**

**Report of the Trustees
for the Year Ended 31 March 2024**

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2024. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

OBJECTIVES AND ACTIVITIES

Objectives and Aims

The aims of the charity (which has 800 member groups and individuals throughout Northern Ireland) have been encapsulated in the following mission statement:

WRDA's mission as a regional organisation is to advance women's equality and participation in society by working to transform political, economic, social and cultural conditions.

The Following are Key Aims of WRDA

1. To develop the capacity of women from disadvantaged urban and rural communities to tackle inequalities affecting them.
2. To advance women's equality and participation in all aspects of policy and decision making.
3. To provide leadership, infrastructural support and advocacy within the women's sector/movement.
4. To strengthen the capacity of WRDA to carry out its role effectively.

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OBJECTIVES AND ACTIVITIES

Key Activities of the Organisation

The following are the key activities of WRDA:

Empowerment and Tackling Inequalities:

1. Community Facilitator Programme Level 3 delivered in Coleraine with 10 women completing.
2. Community Facilitator Forum 12 women completed refresher training and upskilling.
3. Community Campaigners Course Level 3 with 27 women completing.
4. Women in Leadership Course Level 3 with 21 women completing.
5. Maternal Advocacy & Support Programme Level 3 with 12 women completing.
6. Raise Your Voice workshops x 20 with 520 people completing.
7. Goals training x 10 with 120 women completing.
8. WRDA delivered 154 Breast Cervical & Bowel (BC&B) sessions to 1,589 participants.
9. Delivery of 108 bespoke BC&B sessions to 1,081 participants with Additional Support Needs (ASN).
10. Virtual and in person attendance at 170+ information/events/health days.
11. One Impact Analysis report produced based on BC&B participant data for Year Nine.

Policy & Advocacy Support:

1. 86 briefings, bespoke reports and letters published from WRDA and Women's Policy Group (WPG).
2. WRDA continued to provide secretariat to WPG and responded to 58 consultations and evidence submissions.
3. WRDA continued to provide representation on government & Community and Voluntary Sector (CVS) boards and partnerships and attended 80+ policy fora meetings.
4. Lobbying and policy work continued for the Childcare for All Campaign with the Childcare All Party Group (APG).
5. New campaign launched and developed titled 'Where's our Democracy'.

Leadership and Infrastructure Support:

WRDA continued to provide information and support as a membership organisation through Womenslink (membership 180+), website and social media platforms and hosted 16 membership and information events.

1. WRDA managed the communications of Women's Regional Consortium (WRC).
2. WRDA is the representative of the women's sector on the Joint Forum.
3. MAS-Maternal Advocacy & Support Project supported 146 women across eight women's centres.
4. MAS-Maternal Advocacy & Support Project secured £500,000 from CFNI for a further 3 years
5. MAS-Maternal Advocacy & Support Project secured £90,000 from Pilgrim Trust to work with Young Mum's in Atlas & Ballybeen Women's Centres over the next 3 years
6. WRDA continues to work in partnership with Women's Support Network (WSN), Reclaim the Agenda (RTA) and Northern Ireland Rural Women's Network (NIRWN) to deliver the Raise Your Voice project, tackling sexual harassment in communities across NI.
7. In partnership with WSN, NIRWN and RTA £1.3m secured from UK Shared Prosperity Fund, our Women Breaking Barriers-(WBB) project successfully completed Year 1 and exceeded set targets and outcomes.
8. In partnership with WSN, Women's Platform and NIRWN successfully delivered Year 2 Women's Spaces Project.

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OBJECTIVES AND ACTIVITIES

WRDA continued to engage with the women's sector & civic society through NIWRN, Women's Platform, WSN, RTA, HERe NI, Alliance for Choice (AFC), NI Women's Budget Group (NIWBG), Youth Action, Equality Coalition, Human Rights Consortium, Equality & Human Rights Commissions.

Public benefit

The trustees confirm that they have had due regard to guidance produced by the Commission regarding Public benefit.

Directors

The following constituted the directors of WRDA as of 31 March 2024:

Robyn Scott (Chair)
Caoimhe Ni Dhonail (Deputy Chair)
Karen Armstrong (Treasurer)
Eileen Weir (Secretary)
Anne O'Reilly
Alexandra McCarry
Grainne Mackel
Louise McKeown
Michelle McLaughlin
Sophie Meuwissen
Catherine Minford

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ACHIEVEMENT AND PERFORMANCE

Organisational Development:

1. WRDA conducted a Board Skills Audit some years ago which identified gaps which has enabled a more strategic and focussed recruitment aid resulting in four new Directors joining the Board December 2023.
2. New WRDA Directors undergo induction training to brief them on roles & responsibilities and their legal obligations under charity and company law, the Management Committee and the decision-making processes, the strategic & operational planning processes, the organisational structure and key organisational activities.
3. A governance workshop was held for new & existing Board members in February 2024.
4. All WRDA Directors are provided with copies of the Governance Manual which includes, Memorandum & Articles of Association, Strategic Plan, Role Descriptions of Executive Officers & Directors and all staff descriptions.
5. Strategic Development day held September 2023 with all staff and MC members facilitated by an external consultant and reviewed the Strategic Plan 2020-2025.
6. WRDA continued to annually review its membership, risk register and fundraising strategy.
7. All WRDA Directors give of their time freely and no Director received remuneration in the year.
8. WRDA has adapted the National Joint Council (NJC) pay scales for its use for many years following an independent job & salary evaluation.
9. WRDA uses commissioned independent evaluation reports and internal monitoring reports as measures to assess the success of all work streams.
10. WRDA hosted four Placement Students from Queens University and Ulster University during 2023/24.
11. By providing placement opportunities for students WRDA creates a path into the sector for talented women right at the start of their careers (or when they are thinking of a career change in the case of mature students).
12. To ensure working class women can avail of our placement opportunities WRDA covers lunch and travel costs for Placement Students. We also offer hybrid placements to ensure the participation of disabled women and as part of our commitment to work regionally to advance women's equality and participation in society.
13. WRDA celebrated its 40th anniversary in November 2023 and engaged in a rebranding process based on its history, mission and members which resulted in a new logo and colour palette.
14. WRDA marked its 40th anniversary by producing a video which documents our history with contributions from eight women who have had a major impact on the development of WRDA during the last 40 years.

FINANCIAL REVIEW

Financial Position

The detailed financial results for the year ended 31 March 2024 are shown on pages 14 and 15 to the financial statements which accompany this report. In summary incoming resources were £1,115,189, an increase of £436,056 on the previous year. Total resources expended increased by £238,575 to £1,111,372 for the year. There was a remeasurement loss on pension plan. This resulted in a net surplus position of £3,817 for the year ended 31 March 2024.

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FINANCIAL REVIEW

Reserves Policy

Women's Resource and Development Agency Company Limited maintains a prudent level of reserves to enable the organisation to manage financial risk and deliver on our commitments. The objective is that the Organisation would be able to carry on its work, even if faced with a combination of difficult circumstances, and have the time to adjust its strategy to meet these changing circumstances. The reserves policy is set therefore to ensure that there is no disruption to the services at short notice, due to a lack of funds, an unforeseen reduction in income or an increase in expenditure, while at the same time ensuring that reserves are no higher than necessary and not retained longer than required. This gives time in the event of a drop in funding, to seek alternative funds, restructure and cut costs, whilst continuing to provide current services.

The charity's policy is to retain a level of free reserves, which matches the needs of the Organisation, both at the current time and in the foreseeable future. The reserves required should be sufficient to meet committed grant expenditure, personnel and overheads for a period equivalent to six months annual expenditure. The charity will continue to monitor compliance with this policy on a regular basis and the Board will review the appropriateness of the policy annually.

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FINANCIAL REVIEW

Principal Risks & Uncertainties

Risk Policy and Internal Control Framework

Women's Resource and Development Agency Company Limited has established a comprehensive risk management process, which seeks to ensure that the organisation manages and mitigates risk in line with the agreed risk appetite of the Organisation. The Risk Analysis Matrix is regularly reviewed and thoroughly assesses at various levels in the Organisation and takes account of uncertainty, the nature of that uncertainty and how it can be addressed. Having primary responsibility for risk management, the Board regularly consider the main strategic, business and operational risks facing the Organisation. The Directors confirm effective controls and reporting systems are in place to lessen these risks:

The principal risks and uncertainties facing Women's Resource and Development Agency Company Limited are as follows:

Financial Stability:

The principal financial challenges facing the Organisation are in the areas of income generation. Women's Resource and Development Agency Company Limited is entirely reliant on the goodwill of Governmental, relevant partner agencies and the public. The trustees are acutely aware of the significant financial and other challenges that lie ahead for the Organisation and the people it supports. The fundraising environment remains very challenging, uncertain funding and some projects continuing to be at risk of short-term funding, continues to make future planning extremely difficult. The immediate challenge is to secure funding from relevant partner agencies that will sustain projects and posts into the future. The Organisation will also be working to reduce and control costs by ensuring that its processes and procedures get the best value for money in all expenditure. Increasingly, to deliver public services there is a requirement to enter into the tendering process which necessitates the need to be fully prepared for the potential challenges which lie ahead.

Governance and Management:

Women's Resource and Development Agency Company Limited has governance structures and procedures in place to ensure appropriate decision-making and implementation. As the external environment increasingly changes, any organisational change initiatives and projects are reviewed regularly by senior management and the Board has structured oversight of operations and regularly reviews risk. Women's Resource and Development Agency Company Limited staff members are the key to success and the Organisation prioritises building strong relationships with staff by ensuring regular performance management and continuing staff development training.

Operational:

The personal security of staff and safety of beneficiaries is Women's Resource and Development Agency Company Limited highest priority. The Organisation has comprehensive policies to ensure that this risk is appropriately managed such as adherence to Data Protection, Health & Safety, and Protection from Abuse Policies, Lone Working arrangements and procedures are in place to safeguard adults in the delivery of its services.

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FINANCIAL REVIEW

Information Security and Continuity

At all times Women's Resource and Development Agency Company Limited strives to ensure that it operates a secure environment in relation to data security. It is dependent on IT and communication systems for processing and storing its data. To prevent disruption to operations due to damage to systems or unauthorised access to data Women's Resource and Development Agency Company Limited has developed robust information security and data recovery measures.

Compliance and Regulation:

Significant damage to Women's Resource and Development Agency Company Limited reputation could be caused due to non-compliance with laws, regulations or codes of best practice. Women's Resource and Development Agency Company Limited implements well-established policies and procedures and adheres to the sector's recommended codes of practice (such as Statement of Recommended Practice - SORP) to ensure compliance with applicable regulatory and legal standards.

Environmental and External Risks:

Women's Resource and Development Agency Company Limited monitors the external environment in order to anticipate political, social or economic risks, so that plans can be put in place to minimise any negative impact on organisational activities or the reputation of the Organisation. It has robust procedures to assess and implement effective measures to reduce the likelihood and the potential impact of risks occurring.

Women's Resource and Development Agency Company Limited has confidence in the need for its support services, the effectiveness in their approach and the backing of their partners and it will endeavour to make every effort to continue to provide sustainable, responsive, high quality and effective services that meet the needs of their beneficiaries. The Organisation will continue to negotiate with government departments to extend their commitment to ensure that its core work can effectively continue and secure the sustainability of all its projects.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

Charity Constitution

Women's Resource and Development Agency Company Limited is a registered charity with HMRC, number XR 94553. It is also registered with The Charity Commission for Northern Ireland, registration number NIC100149.

Governance of the Charity

The Management Committee of WRDA meets approximately every 6 weeks. It is responsible for the strategic direction of the Organisation and oversees the management of the Organisation. The day-to-day management and operation of the activities are carried out by a staff team, led by the Director and the Senior Management Team, who also report regularly to the Board. Directors are appointed according to the specific skills required by the Organisation to fulfil its responsibilities as outlined in its Strategic Plan and are ratified on a yearly basis at the AGM.

Related Parties

The following is a related party to the Women's Resource and Development Agency Company Limited:

- Community Direct Ltd

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STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees (who are also the Directors of Women's Resource and Development Agency Company Limited for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) including Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

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

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

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

In so far as the trustees are aware:

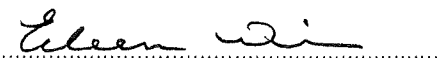
- there is no relevant audit information of which the charitable company's auditors are unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

AUDITORS

The auditors, Lynn Drake & Co Ltd, will be proposed for re-appointment at the forthcoming Annual General Meeting.

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

Approved by order of the Board of Trustees on 1 August 2024 and signed on its behalf by:



Eileen Weir - Secretary