

Company registration number: 03171880 (England and Wales)

Charity registration number: 1054154

women's aid

until women & children are safe

Women's Aid Federation of England

(A company limited by guarantee)

Annual Report and Financial Statements

for the Year Ended 31 March 2018

Milsted Langdon LLP
Chartered Accountants and Statutory Auditors
Freshford House
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Women's Aid Federation of England

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Reference and Administrative Details

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|--------------------------------|--|
| Chief Executive Officer | Katie Ghose, (appointed 17 July 2017, Polly Neate departed on 16 July 2017) |
| Trustees | Femi Otitoju, Co-Chair and member of Values and Reputation subcommittee (dissolved January 2018) Mary Mason, Interim Co-Chair Beverley Pass, Co-Chair and member of Sustainability & Risk sub-committee (dissolved January 2018), (resigned 20 October 2017) Jennifer Gerrard, Co-Treasurer and member of Finance, Fundraising & Risk sub-committee (replacing Sustainability & Risk sub-committee) Kathryn Awe-Cunningham, Co-Treasurer and member of Finance, Fundraising & Risk sub-committee (appointed 28 April 2017) Becky Rogerson, Member of Values and Reputation sub-committee Victoria Bleazard, Member of Values and Reputation sub-committee Sarah Forster Dalia Ben-Galim (resigned 23 January 2018) Gail Gray (resigned 14 July 2017) Yasmin Khan |
| Patrons | Julie Walters |
| Ambassadors | Jahmene Douglas Lucy Gaskell Becky O'Brien Gordon and Tana Ramsay Mandy Thomas Bill Ward Charlie Webster Will Young |
| Principal Office | Kings House Orchard Street Bristol BS1 5EH The Charity is incorporated in the UK. |

Women's Aid Federation of England

Reference and Administrative Details

| | |
|------------------------------------|---|
| Company Registration Number | 03171880 (England and Wales) |
| Charity Registration Number | 1054154 |
| Solicitors | Burroughs Day Solicitors 18-21 Queen Street Bristol BS1 4NH |
| Bankers | Co-operative Retail Bank 16 St Stephen Street Bristol BS1 1JR |
| Auditor | Milsted Langdon LLP Chartered Accountants and Statutory Auditors Freshford House Redcliffe Way Bristol BS1 6NL |

Women's Aid Federation of England

Trustees' Report

Reference and administrative information set out on pages one and two form part of this report. The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard 102. The Board members including the Chair, Secretary and Treasurers are appointed by the Board. Each appointment is in accordance with the Women's Aid Memorandum and Articles of Association. Women's Aid is required to have a minimum of three Board members and a maximum of 12. The post of chair is currently jointly held, as is Treasurer, arrangements that are not constitutionally required.

Board members are required to act in the best interests of Women's Aid and for the benefit of the Members as a whole. The Board is ultimately responsible for all that Women's Aid does. In order for Women's Aid to perform effectively, day-to-day operational management of the charity is delegated to the Chief Executive.

The Board retains the following duties to:

- ensure that Women's Aid fulfils its charitable objectives;
- determine Women's Aid's overall strategic direction within resource limits;
- monitor the performance of the Chief Executive and her team, holding them to account for the exercise of their delegated powers and delivery against plans and budgets;
- promote and protect Women's Aid's values, integrity, and reputation;
- ensure high standards of governance that command the confidence of all of Women's Aid's staff and stakeholders;
- exercise independent judgement, reasonable care, skill and diligence; and
- promote the success of Women's Aid for the benefit of Members by considering the impact of Women's Aid's actions on the interests of employees.
- need to foster business relationships with customers/suppliers.
- impact of Women's Aid's actions on the community and environment.

In fulfilling these duties the Board pays particular attention to:

- maximising the impact and effectiveness of Women's Aid;
- consulting, listening and responding to Members;
- identifying and managing risks and harnessing opportunities;
- ensuring prudent use of funds - restricted and unrestricted; and
- ensuring that Women's Aid acts fairly, responsibly, transparently, proportionately and ethically.

Board appointments, induction and training

The Board appoints new Trustees through a transparent and inclusive recruitment and selection process where Board members must be aged over 18 years, meet the skills, knowledge and experience requirements needed for the effective administration of Women's Aid and commit to upholding the organisation's mission and values. Recruitment to the board will be happening throughout 2018.

On appointment, new Board members receive a comprehensive induction to their role with Women's Aid. Information supplied includes a copy of Women's Aid's Memorandum and Articles of Association, a copy of Women's Aid's latest reports and statement of accounts and an induction pack.

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The Board recognises a new Trustee needs ongoing support to be effective and will follow the six key principles of good governance as set out in Good Governance: A Code for the Voluntary and Community Sector. These are set out in Women's Aid's Governance Framework.

In order to ensure all Trustees receive ongoing support the Board will, where realistic:

- have a mentoring programme;
- undertake training;
- take part in Trustee or specialist networks;
- have away days or training sessions;
- have appraisals;
- review their performance; and
- undertake benchmarking.

Trustees will expect to learn, develop, and be able to take on different responsibilities within the Board. The Board will be conducting a governance effectiveness review over the next year to ensure it is following good governance practice appropriate the size, scale and nature of the charity's operations.

Annual General Meeting (AGM)

Women's Aid will invite all full Members and Board members to the Annual General meeting. Copies of the annual report and accounts will be sent to the Board members and made available to all other Members at the meeting venue.

The notice calling an AGM will be sent to all eligible people 21 days before the meeting date. The notice will set out:

- the date and time of the meeting;
- the venue;
- the details of the business to be considered (which will probably be mandatory items at this stage as Members' resolutions may not have been received); and
- an invitation to propose resolutions.

WOMEN'S AID OBJECTIVES AND ACTIVITIES

Charitable objects

The principal activity of the charity is to promote the protection of women and children who have suffered from, or are exposed to, gender-based violence, including the preservation and protection of their mental and physical health, the relief of need and the promotion of research and education concerning gender-based violence.

Vision

A world where every woman's right to equality and freedom from violence is unquestioned.

Purpose

Women's Aid exists to use its expertise, knowledge and influence to raise the status of women to a level where violence against them is no longer legitimised or tolerated.

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Strategy

Our strategy has four main objectives:

1. Key target audiences understand coercive control, its impact and the diverse experiences of survivors.
2. Legislation and policy framework strengthened to protect survivors, their children and the specialist services supporting them.
3. More effective state, private and specialist sector response to domestic violence and abuse.
4. Women's Aid is established as a sustainable organisation with the ability to grow.

Our business plan for 2017/18 set out the following one-year charitable objectives:

- Change That Lasts is embedded in Women's Aid, Member services, commissioning and VAWG strategies
- Women's Aid is a strong, sustainable federation that leads on domestic abuse
- Women's Aid has enhanced influence and campaigning presence addressing the root causes of domestic abuse;
- Women's Aid is a strong organisation with fulfilled people, a sustainable workplace and funds maximised.

Our activities to achieve each of these are outlined below.

ACHIEVEMENTS AGAINST CHARITABLE OBJECTIVES SET FOR 2017/18

1) CHANGE THAT LASTS IS EMBEDDED IN WOMEN'S AID, MEMBER SERVICES, COMMISSIONING AND VAWG STRATEGIES

Documented framework for community, agency and specialist responses to domestic abuse

Change That Lasts: Evaluation

Change That Lasts is a model of change for improving responses to domestic abuse across a whole community. Last year, Change That Lasts pilots were carried out in Powys, East Sussex, the London Tri-Borough (Westminster, Hammersmith and Fulham, Kensington and Chelsea) and Brighton and Hove for Change That Lasts: the Community strand and in Birmingham, Nottingham, Sunderland and Surrey as part of the Trusted Professional pilot.

Women's Aid's Research and Evaluation team analysed data from these pilots, including pre and post training data for 141 community ambassadors and 104 trusted professionals from 20 organisations. This evaluation contributed to reports for the Home Office, Comic Relief and Public Health England. Additionally, the early positive findings were published in the first Change That Lasts Impact Briefing: <https://1q7dqy2unor827bqjls0c4rn-wpengine.netdna-ssl.com/wp-content/uploads/2018/03/CTL-Impact-Briefing.pdf>

Trusted Professionals not only logged 158 disclosures since the training, they also recorded a variety of awareness-raising activities such as putting up posters about domestic abuse, challenging negative myths and stereotypes or victim blaming and improving their own organisational policies around domestic abuse.

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The learning from these pilots was used to update the evaluation tools and develop the evaluation framework for the Big Lottery funded programme Shared Roadmap for System Change, which is being implemented in partnership with SafeLives, and externally evaluated by a team led by the University of Central Lancashire. Data collection has commenced in the three main Big Lottery sites, where both the Community and Trusted Professional sites have gone live.

Women's Aid held meetings with key Police and Crime Commissioner targets for Change That Lasts at Labour and Conservative Party Conferences in 2017. Women's Aid policy briefings contain key information about Change That Lasts and outcomes so far from evaluations. The Government's consultation on the forthcoming Domestic Abuse Bill contains a detailed case study example of the ask me scheme as best practice for a community response that enables women to have an alternative way to report domestic abuse.

In September 2017 the Women's Aid Board created a new Business Development Lead post with the aim of engaging commissioners with the ethos, aims and values of Change That Lasts and extending its roll-out to additional groups and areas beyond the initial pilot sites.

Survivors feel valued and their views, needs and wishes are at the heart of our work

Change That Lasts places survivors at the heart of the response, prioritises what women are telling us they need and builds on their strengths and the resources available to help them attain and sustain safety, freedom and independence. The model consists of three main schemes that speak to different audiences and work together so that wherever and whenever a survivor reports abuse, they get the right response the first time around.

- Community (ask me') – creating communities where people speak out about domestic abuse early, be heard and believed and get the help they need;
- Trusted Professional – training and support offered to professionals and organisations that come into contact with survivors, to improve the way they respond to their needs;
- Expert Support – a service delivery model for our members that focuses on survivors' needs and aligns with our National Quality Standards.

We developed and continue to test the community focussed ask me scheme in three pilot areas (Powys in Wales, London Tri Boroughs and East Sussex) and have recruited, trained and offer ongoing support to 176 ambassadors. Early findings show that ambassadors are taking action in their communities to break the silence and raise awareness of domestic abuse with their networks by posting on social media, challenging myths and victim blaming, putting up posters and getting involved with their local domestic abuse service. They are also offering a helpful response to any disclosures received through their awareness raising activities by validating, listening and believing survivors and offering information about the local dedicated services available. The Pilot Coordinator is working with local partners to work out what support and contact with ambassadors will look like when the pilot comes to a close in July 2018.

These initial pilots have enabled us to create a model for this scheme that we have now rolled out to four new areas including Waltham Forest (London), Surrey, Nottinghamshire and Sunderland. A framework and business model was produced for rolling out this scheme with our member services. This offers flexible delivery options including in partnership with us or as an independent through a social franchise model. Rise, a dedicated domestic abuse service in Brighton and a partner in the initial pilot project in East Sussex, is our first member service to take on independent delivery of the scheme starting in July 2018.

We continue to develop and test the Trusted Professional schemes in four pilot areas (Surrey, Nottingham, Birmingham and Sunderland). This project focuses on training staff working with older and disabled women in recognition of the additional barriers they face in accessing support.

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We developed and tested a package of support with 104 Trusted Professionals that includes a training course and resources to support their casework. We also want to work with the wider organisation to promote and embed the Change That Lasts approach for all staff and increase the likelihood of sustaining the approach. We will be updating our offer to include a survivor audit carried out with organisations at the outset of any new projects that will inform a personalised action plan to support the organisation to make improvements to their response to domestic abuse.

In October 2017, we expanded the delivery of the Trusted Professional scheme in Surrey, Nottinghamshire and Sunderland to new sectors including housing and Early Help hubs.

We continue to be led by survivors in our developments on Change That Lasts. We have held numerous consultations with survivors on the development and implementation of the Community and Trusted Professional schemes in the local areas that we are piloting in and these have helped inform key messages included in our training materials and resources.

We had a high number of survivors applying to join the Community scheme. This created an opportunity to shape the model with survivors input. We asked survivors what they needed in order for the scheme to be safe to access. We learned that a survivors own view of their preparedness to take part in the scheme is the best indicator of their suitability with many stating that it was an important part of their recovery process. We introduced procedures that ensured appropriate support was available on the training including always having two facilitators on each course and offered to check in with anyone after the training if they wanted this. Through our role as professionals, we learned that we need to be prepared to listen and trust their expertise, valuing their perspective and using our role to facilitate processes that do not add any further barriers to their journey.

We are currently developing the strand of Change That Lasts which focuses on our members and codifies and evidences our independent specialist response. We are building a range of tools that can deliver a needs-led response in a women-centred way and demonstrate the impact of working in our specialist way. We are taking expressions of interest from our members to help us design and test a new range of needs-led tools including a needs assessment, conversation kits and tools for clinical reflection to support healthy team dynamics. We want to ensure we capture views that reflect the diversity of our membership and are looking to work with at least two rural services and two Black Minority Ethnic (BME) services.

Documented framework for work with perpetrators and for specialist work with children and young people in a Change That Lasts context

We are working in partnership with Respect, the UK membership organisation who work with domestic violence perpetrators, male victims of domestic violence and young people's violence in close relationships, to expand the Change That Lasts approach in England, developing a parallel strand of work addressing perpetrators of domestic abuse. For the Change that Lasts survivor response to succeed, we need robust perpetrator interventions which will place the 'risk of harm' back with the perpetrator. As with all Change That Lasts projects the aim is to intervene with perpetrators as early as possible, enabling behaviour change and increasing accountability whilst holding the safety and wellbeing of survivors and children the key priority. This project is funded by the Police Transformation Fund and will work in Lincolnshire and Sussex to pilot the Change That Lasts Perpetrator Response.

The framework and strategy documents for what a specialist children and young people (CYP) service looks like under Change That Lasts is currently being developed by our skilled children's worker. This framework will bring together Women's Aid's CYP focused work into a cohesive whole to make our voice as the specialists on the impact of domestic abuse on children and young people louder and stronger.

Both direct and membership services use digital technology to improve customer service and maximise data collection

Please refer to the On-Track Outcomes Measurement System on page 11 of the report.

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2) WOMEN'S AID IS A STRONG, SUSTAINABLE FEDERATION THAT LEADS ON DOMESTIC ABUSE

Women's Aid National Training Centre

Women's Aid Survivors' Participation Panel funded by The Women's Foundation

This is the second year that the Women's Aid National Training Centre has supported the National Survivors' Participation Panel, funded by the Women's Foundation.

The group now consists of 20 women who are spread across different geographical areas in England, whose aim it is to influence locally and nationally. Recently the group took the decision to rename themselves as '*Liberating Voices*' and work towards setting themselves up as an independent group, with their strap line being, "*Survivors of domestic abuse striving to improve domestic abuse policy and practice.*"

Some of the work undertaken

- Group members went to a Parliamentary Reception, 'See Her, Hear Her, Support Her'. This allowed them not only to express their support to organisations working with domestic abuse victims, such as Women's Aid, but also to become more visible as an influential group.
- Currently the group's concern is the new Domestic Abuse Bill and in February, members of the group participated in a focus group in London as a part of a consultation with a minister.
- The group members have also subscribed and begun work on a research and evaluation project conducted by the University of Central Lancashire. This project examines interventions using the Change That Lasts approach in work with survivors of domestic abuse. Members of Liberating Voices will participate either in an advisory group or will be trained for the role of a survivor-researcher.

Women's Aid Nationally Accredited Qualifications

The National Qualifications for Tackling and Preventing Domestic and Sexual Violence/Abuse continued to be delivered throughout the year, with our newest Domestic Abuse Prevention Advocates (DAPAs), being registered. We were delighted to qualify 52 new advocates taking the total to over 400 registered professionals. Their work will have a positive impact on survivors of domestic abuse and their children by adding to their support and providing a wide-ranging and in-depth skillset in a variety of roles, including refuge worker, IDVA, outreach, and children's worker.

As well as volunteers and people that wanted to learn more about domestic abuse, there were more people who registered for the Award from professional backgrounds this year. They came from a variety of disciplines, such as student services in colleges and universities, wellbeing advisors and customer support officers.

Bespoke Training

Requests for bespoke training are designed around the specific needs of the work being carried out by the contracting organisation, and in the year 2017/18 included:

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- **University of Central Lancashire (UCLAN)**

The staff team supporting students on campus were trained in the dynamics of an abusive relationship, how to respond safely to a disclosure and how to signpost with consent to local specialist services.

- **Women's Aid member organisations**

Member organisations are finding it cost effective to have all their staff team trained together for the national certificate. This year two organisations took advantage of being able to have the programmes delivered onsite, which cut out the travel, hotel and subsistence costs of attending elsewhere.

- **Manchester Fire and Rescue Service**

A bespoke training day was developed and piloted successfully for the service. The final roll out of the training will be in the next financial year. Once complete and evaluated, we will offer similar training to other fire and rescue services.

- **Sovereign Housing Association**

We have developed a close working relationship with Sovereign Housing over the last two years. They are committed to delivering high quality, needs-led support within their association. This year we have trained a further 130 front line staff, including their maintenance staff.

- **You and Me Mum facilitation training**

Bespoke facilitators training for the You and Me Mum programme was delivered to 38 Barnados staff across two sites and to 17 Birmingham and Solihull Women's Aid staff. Spurgeons Children Centre also received the training for 34 of their staff.

Influencing policy and practice

The training centre has facilitated several thematic focus groups to enable survivor's experiences of domestic abuse to influence future policy and practice. These were:

- **Home Office - DA Bill**

A group of 20 survivors from different regions of the country met in London with the Home Office to talk about various aspects of the Bill.

- **Ofsted**

Ofsted carried out a joint targeted area inspection programme into the multi-agency response to children living with domestic abuse. The inspection was across six local authorities and covered children's social care, health professionals, the police and probation officers who all have a role in safeguarding children who live with domestic abuse. The training centre was initially involved in the planning in an advisory capacity and then in the setting up and facilitation of refuge visits, where survivors shared their experiences of using the particular services set out in the inspection. The report 'Multi-agency responses to children living with domestic abuse', called for a national public service initiative to raise awareness of domestic abuse and violence. It also called for a greater focus on perpetrators and better strategies for the prevention of domestic abuse.

- **Department of Work and Pensions (DWP)**

With Universal Credit full service being introduced nationally, DWP Digital wanted to understand survivors' experiences of using their services and how they could improve their experience. This was to ensure as far as possible that the service supported survivors of domestic abuse. Two focus groups were facilitated for them, with one in Bristol and one in Grimsby. The findings will be used to make the transition to Universal Credit as straightforward and easy to understand as possible and ensure that survivors of domestic abuse feel safe to disclose information to the DWP.

Other work

The centre supports other departments in their work, commenting on policy and research documents and offering specialist advice and support to the Helpline and No Women Turned Away Project on Migrant women.

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Services are commissioned to Change That Lasts Trauma-Informed Quality and Outcomes Framework

The Change That Lasts pilot areas are including the Change That Lasts model in their strategic and delivery plans and tenders. The Surrey Against Domestic Abuse Strategy for 2018 – 2023 is informed by the Change that Last model and identifies its values as central to their partnership and service delivery work. Sunderland Council included the Change That Lasts model in their domestic abuse service contract that went out to tender in 2017 and reference the model in their Safer Sunderland Domestic Abuse Partnership delivery plan.

Members' long-term sustainability is strengthened as part of a strong, supportive federation

Women's Aid continued to develop its services to members throughout 2017 and early 2018, consolidating our system of Regional Networks; rolling out tools to enable members to demonstrate their quality and impact, including the National Quality Standards and the On Track outcomes measurement system; and delivering sustainability support to commissioners, to individual organisations, and to local Violence Against Women and Girls partnerships and consortia to strengthen their long-term quality and sustainability. This work has continued to be delivered by the Imkaan and Women's Aid Sustainability Partnership.

The Sustainability Partnership Team has provided direct support with sustainability and funding issues to 92 specialist domestic abuse organisations, including targeted support offered to 32 organisations with unique specialisms in working with BME, LBT and disabled survivors. Much of this work involved support with local authority and Police and Crime Commissioners' commissioning and tendering processes. Some of it involved supporting successful bids and occasionally winning back contracts for independent local providers that had previously been lost to larger, more generic, organisations. The Sustainability Partnership has also supported organisations in crisis when contracts were lost. The Partnership team also worked intensively with 13 local VAWG partnerships or consortia, three of which were BME partnerships.

The Partnership worked with 88 local commissioners to develop their expertise in commissioning quality domestic violence services. In June 2017 the Partnership and Lloyds Bank Foundation jointly facilitated four regional workshops for commissioners in Leeds, Manchester, Birmingham and Bristol. The workshops promoted good practice in VAWG commissioning, introduced the VAWG Commissioning Toolkit produced by Lloyds Bank, the VAWG sector and the Home Office, and gave a platform for Home Office representatives to explain their National Statement of Expectations to commissioners.

Women's Aid Regional Network Meetings

The Membership team sustained seven Regional Networks of Women's Aid members in London, the South East, the South West, the East Midlands, the West Midlands, the North East and the North West. Katie Ghose attended all the Network meetings in October 2017 to introduce herself as the new Chief Executive (CE). Her attendance was very well received by members and the feedback she received has influenced a more strategic approach to developing the regional networks and a new approach to annual conference, which will be promoted as a Members' Conference in 2018.

Children and Young People's Work

Our full-time Children and Young People's Officer, is working with both the Membership Team and the Change That Lasts Team to embed a fully integrated approach to working with children and young people affected by domestic abuse in all three strands of the Change That Lasts approach and across our member support activities.

As part of developing a Children and Young People's Strategy within the Change That Lasts approach, we have established a Children and Young People's Steering Group including representation from young survivors themselves, member services, VAWG sector partner organisations, children's charities, children's social care and academics involved in researching the impacts of domestic abuse on children and young people. The steering group is providing direction for the work.

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From October 2016 to October 2018, the Children and Young People's Officer has a particular responsibility to deliver a targeted intervention to improve responses to pregnant women, mothers and babies, and very young children aged zero to three years' old. She has reviewed and amended the On Track tools for measuring outcomes for these target groups, and for all children and young people. She has also reviewed and amended the standard on children and young people in the Women's Aid National Quality Standards to differentiate between outcomes for different age groups and to include specific quality standards for supporting pregnant women, and babies and very young children and their mothers. We have an academic consultancy team at the University of Stirling working on producing evidence-based resources for work with mothers and very young children that will be rolled out across all our member services.

We are also developing partnerships with Bright Horizons, to create play spaces for children and young people in refuge, as well as packs that can be taken out to other venues; and with Essential Safeguarding, who have broken down the activities in the Expect Respect toolkit into smaller, digestible pieces, focusing on preschool children and their mothers, and creating training materials for teachers and professionals working with under-fives.

Women's Aid has also supported the campaigning work to make sex and relationship education compulsory in the UK, which the government has promised to do. The coming year will see further consultations on this issue as we begin to shape what this provision will look like, and ensure it is appropriately handled.

Members act as Centres of Expertise across England, informing and supporting Change That Lasts in their localities

Women's Aid members have been supported by the Membership and Change That Lasts teams to promote the Change That Lasts approach to their local commissioners and we have had numerous enquiries about the approach from commissioners as a result. The Sustainability Team, the Quality Assurance Officer and the Children and Young People's Officer support members to raise the profile of their services as centres of excellence in meeting the needs of women and children survivors.

Services are skilled up to use the National Quality Standards process and On Track outcomes data for continuous learning and development

Women's Aid National Quality Standards

In December 2017 Women's Aid appointed its first Quality Assurance Officer to manage the accreditation process and conduct quality standards assessments. The Quality Assurance Officer has been reviewing and improving the assessment process and in January 2018, an updated edition of the National Quality Standards was produced incorporating alignments with the VAWG Sector Shared Core Standards produced in 2017 and revisions to the children and young people's standard suggested by our Children and Young People's Officer.

During the year, five Quality Assessment Panels were held, reviewing a total of 18 applications, of which 16 were awarded the Women's Aid Quality Mark, and two were referred to the sustainability team for further support and service improvement to enable them to meet the standards. A further 15 organisations are currently being supported to prepare for assessment, are being assessed, or are implementing quality improvement plans following a deferred application.

The Sustainability Team has also participated in producing the VAWG Sector Shared Core Standards in partnership with Quality Standards Leads in Imkaan, Rape Crisis England and Wales, Respect, SafeLives and researchers from the Child and Woman Abuse Studies Unit (CWASU) at London Metropolitan University. These Standards were launched in January 2017 with the Lloyds Bank Foundation and Home Office VAWG Commissioning Toolkit.

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On Track - Outcomes Measurement System

Women's Aid has continued to roll out On Track, the Women's Aid outcomes monitoring and case management system developed with survivors, frontline staff, commissioners and academics. The system was officially launched in April 2016 and since then over fifty organisations have joined the programme.

Organisations receive a package of free consultancy support to help them get up and running in On Track including activities around mapping On Track to existing reporting requirements, reviewing organisations forms and processes and liaising with commissioners.

A series of capacity building workshops on monitoring and evaluation, using data, Excel skills and social return on investment were rolled out in 2017/18.

The national dataset, being a live dataset, continues to grow. This national data includes a range of information about survivors' journeys, from their experiences of abuse and information about the perpetrator to the outcomes of their support through our member services and the survivor's feedback about that support. To date, it has information on over 20,000 completed survivor journeys of support.

Members use Women's Aid branding, publicly demonstrating membership, and Change That Lasts is embedded across the federation

Women's Aid members are regularly encouraged to use the Women's Aid membership logo on websites and email signatures and all holders of the Women's Aid Quality Mark display their Quality Mark badge on websites and email signatures and their Quality Mark certificate in their offices.

All members in our pilot sites are using the Change That Lasts branding. We provide a communications pack to delivery partners and have built a network of key spokespeople in each pilot area including Chief Executives of member services who are helping to promote the model in their local areas. We developed branding guidance and include our member services logo on our publicity in recognition of joint working and our Members' contribution to the success of the project.

This has helped to create a strong brand for the model, which generated enthusiasm for the schemes in the local areas and helped establish a positive reputation for Women's Aid. It also enabled us to successfully recruit and train individuals and organisations that were part of our deliverable targets.

Coordinated fundraising and campaigning across the federation that benefits both Members and Women's Aid

Fundraising communications continue to showcase campaigning successes to highlight the positive impact that our charitable work is having to secure a better future for our members, services and survivors. Fundraising efforts have secured additional funding for influencing and campaigning work for a new programme of essential work on the Domestic Abuse Bill enabling us fully to consult and gather members' insights. Our campaigning work around the bill has so far ensured that the government is aware of the necessity of funding refuges and domestic abuse services in the new legislation. Our SOS campaign also highlights the urgency of funding to stop services from closing and has received support from the Sun. These coordinated messages mean that the public is also aware that our members don't automatically receive government funding and that we must fight hard to secure their income as the DA Bill moves forward. Our positive relationships with government, developed through our campaigning work, and our ability to demonstrate our campaigning and member impact, has enabled us to secure approx. £1.5million which will partly be used to pass on as grants to our members and sister federations to further work in the community.

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Women's Aid research is used to maximise the benefit of our activities for survivors and Members

Research

During the year 2017/18 we worked to establish Women's Aid as the source of the largest domestic abuse dataset in the UK, using our research to amplify our voice and credibility. We collected a wide range of data on domestic abuse service provision, the experiences of women and children and the response of professionals and the community. We published a series of high profile reports and briefings, including *Survival and Beyond*, which brought together all five of our main data sources to assess the national state of the domestic abuse sector. We worked with the Office for National Statistics (ONS) to improve the measurement of domestic abuse prevalence and our data was included in the annual ONS Domestic Abuse bulletin. We responded to a series of evidence requests from the Government and other stakeholders throughout the year to inform policy and practice, and we worked with academics to conduct in-depth research into survivors' experiences of justice, human rights and the family courts, the journeys of survivors into refuge and work with military families. We have worked with project teams and partners to develop and implement robust evaluation systems for *Change That Lasts*, publishing early findings that demonstrate the strengths of the approach.

Key Women's Aid research projects are listed below, as well as in relation to key projects detailed elsewhere in this report.

Survival and Beyond: The Domestic Abuse Report 2017

We published **Survival and Beyond: The Domestic Abuse Report 2017** in March. The report presents a review of domestic abuse support services in England and the needs of women and child survivors using them. It also looks at changes in service provision over time from 2010 to 2017. It is available as a full report and a summary report online, and we have some printed copies of the summary reports: <https://www.womensaid.org.uk/survival-beyond-report/>

We held a meeting in parliament hosted by Jess Phillips MP to present the report and discuss the findings with civil servants, researchers and MPs.

The report presents the findings of the **Women's Aid Annual Survey 2017** (a survey of domestic abuse services in England) alongside information from our other major data sources: **Routes to Support** (the UK violence against women and girls service directory), **On Track** (the Women's Aid case management and outcomes monitoring database), the **Femicide Census** (developed in partnership with Karen Ingala Smith), and the **No Woman Turned Away** Project (information from a team of specialist caseworkers who support women to find a refuge space or other safe outcome).

Some of the key findings from the report are:

The service users

- An estimated 3,557 women with 3,919 children stayed in refuge on the Day to Count (4th July 2017) across all services in England.
- An estimated 25,727 women were using community-based services in the Week to Count (3rd – 7th July 2017) across all services in England.
- Services supported an estimated 13,414 women in refuge services and 154,306 women in community based services throughout the year 2016/17.

Demand exceeds capacity

- 24.3% of referrals in 2016/17 to community-based services responding to the annual survey were declined.
- 60.0% of referrals in 2016/17 to refuge services responding to the annual survey were declined, one in five of all referrals were declined due to lack of space in the refuge.

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Access to services is more challenging for some groups of women

- Of the 11,187 vacancies listed on Routes to Support during 2016/17:
 - o Only 1.7% (195) had wheelchair access with a further 1.3% (150) being suitable for a woman with limited mobility
 - o Only 766 out of 11,187 vacancies (5.4%) posted on Routes to Support would accept applications from women with no recourse to public funds
 - o Less than half could take a woman with two children, this reduces to less than one in five for a woman with three children

Funding challenges

- 46.3% (57 services of 123) of organisations responding to the Women's Aid Annual Survey 2017 were running an area of work without dedicated funding during 2016/17.
- 20.3% of organisations (24 organisations) received 25% or less of their funding from the local authority.

Routes to Support (formerly UK Refuges Online)

Routes to Support (RtS) is an online directory and vacancy management system for around 460 domestic and sexual abuse services across the UK.

RtS is a unique, secure system enabling the sharing of public and confidential contact information and referrals between specialist violence against women and girls (VAWG) service providers.

The project is delivered in partnership with Women's Aid Federation of Northern Ireland, Scottish Women's Aid and Welsh Women's Aid. Women's Aid works constantly to ensure that the information contained on the directory is updated, and provides training to new and existing services as required.

The RtS system has been used to collect additional data from London refuges on women applying to access refuge accommodation in London, and this has enabled us to build a picture of the movement of women around the region and identify gaps in provision.

During the year we have also maintained the Gold Book Online, a version of the database containing only information services are happy to share publicly. This is available by subscription to professionals working with survivors of domestic violence across the UK.

In addition to providing valuable information on local services provision, RtS continues to provide national and local helplines and local domestic abuse service providers with access to detailed information on local provision throughout the UK, and vacancies available in refuges.

2017 was a very exciting year for the Routes to Support (RtS) project. We began the year by consulting, along with the project partners, on a new name to more accurately represent the project and the services listed on the database. These services run a full range of service types including outreach, helpline, IDVA, DAPA and floating support services and we felt the original name gave the impression that only refuges were included. With that in mind we announced in May 2017 that we would be running the same vital resource but with a brand new name, "*Routes to Support*" along with the strapline "*the UK violence against women and girls service directory – connecting survivors and services*".

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Another significant move during the year was the decision to proactively include wider VAWG services on the database, as reflected in the new strapline. This was not a completely new move for the project as, over time, our services had started to offer a wider range of support to women experiencing domestic abuse and other forms of violence against women such as sexual abuse, trafficking, forced marriage and FGM. In 2017 we conducted scoping research and held conversations with Rape Crisis around including their services on the database. We were pleased that Rape Crisis felt it would be beneficial to their services to be included and sent out application forms to all members. In addition we identified other services which would be suitable additions to the listing. Work on adding these services to the database continues during 2018.

During the year Women's Aid worked to increase the use and profile of the RtS dataset and we were particularly successful in two key ways. Our report, *Survival & Beyond: The Domestic Abuse Report 2017* was published on 7th March 2018, as mentioned elsewhere in this report (direct services) used findings from RtS alongside the Annual Survey. RtS data used consisted of annual snapshot data from 2010-2017, insight into changes to provision between 2016 and 2017 and, for the first time, analysis of data on vacancies posted on the database. Key findings from RtS data included:

- The proportion of services offering counselling fell by 13.3% during 2016/17
- Of the 11,187 vacancies listed on Routes to Support during 2016/17, only 1.7% (195) had wheelchair access
- At May 2017, less than a third (63) of refuge services and only one in five (53) community-based services employed specialist mental health support workers.
- Less than half of vacancies posted in 2016/17 could take a woman with two children, this reduces to less than one in five for a woman with three children.

We were also able to include data from RtS in the ONS November 2017 bulletin (<https://www.ons.gov.uk/peoplepopulationandcommunity/crimeandjustice/bulletins/domesticabuseinenglandandwales/yearendingmarch2017>). This included the numbers of services and refuge spaces by region between 2010 and 2017 and data on the movement of women accessing refuge in London between 2014 and 2017.

We are grateful to the ongoing support of the Ministry of Housing, Communities and Local Government and London Councils for the Routes to Support project.

The Femicide Census

The Femicide Census was developed by Women's Aid in partnership with Karen Ingala Smith, with support from Freshfields Bruckhaus Deringer and Deloitte LLP.

We published the latest annual report from the Femicide Census at the end of 16 days of action, on International Human Rights Day (10th December 2017):

<https://www.womensaid.org.uk/what-we-do/campaigning-and-influencing/femicide-census/>

Key findings:

- 113 women were killed by men in England, Wales and Northern Ireland
- Nine in ten (88%, 100) of women killed by men were killed by someone they knew, nine women were killed by a stranger
- Three quarters (75%, 85) of all women killed by men were killed at their home
- Over two thirds (69%, 78) of women killed by men were killed by a current or former intimate partner.
- 83% (65) of women killed by a current or former intimate partner were killed at their own home or the home they shared with the perpetrator.

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- 23 women killed by men were killed by either a stranger or someone they knew who wasn't an intimate partner or male family member. Over half of these women (12) were killed at their own homes by either a neighbour, acquaintance, stranger or by the (ex-) partner of their daughter
- Over three quarters (77%, 24) of women killed by a former intimate partner were killed within the first year of separation.
- In 47 cases, perpetrators used a sharp instrument to kill the victim

We are extremely grateful to Edie Eligator for her generous support of the Femicide Census. We are also thankful for the generous support of Freshfields Bruckhaus Deringer LLP, who have provided funding and thousands of hours of pro-bono support, and Deloitte LLP, who have provided the database and dedicated, extensive pro-bono support.

Justice, Inequality and Gender Based Violence project

Women's Aid continued its partnership with Bristol University and others on the ESRC- funded Justice, Inequality and Gender based Violence research project. 2017/18 was the final year of the research project and some initial findings were presented at the Second European Conference on Domestic Violence in September 2017, which was also attended by a representative of the Women's Aid research team.

Analysing Women Survivors of Domestic Abuse Experiences of the Family Courts within a Human Rights Context

In 2017/18 we continued our collaborative research project with Dr Shazia Choudhry at Queen Mary University of London. This project provides a human rights analysis of women survivors' experiences of the family courts, and the granting of child contact to perpetrators of domestic abuse in England. It builds on the previous work within the Child First campaign. Empirical research has been used to examine to what extent human rights arguments have or could have made a difference in cases of child contact involving domestic abuse. The final project report will be launched in May 2018.

The No Woman Turned Away project

The No Woman Turned Away (NWTa) project was commissioned by the Ministry for Housing, Communities and Local Government (MHCLG) from January 2016 to March 2019, to provide additional support to women facing difficulties accessing a refuge space. The work was delivered by Women's Aid and comprised a team of specialist caseworkers supporting women into refuge, alongside dedicated evaluation support to conduct detailed monitoring and analysis of data on survivors' needs and system response. The findings from the first year of this project were shared with MHCLG in April 2017 and published in June 2017: <https://www.womensaid.org.uk/research-and-publications/nowomanturnedaway/>

Findings from the second year of the NWTa project were shared with MHCLG in April 2018 and will be published in June 2018.

During the second year of the report, 264 women were supported by the NWTa caseworkers. Out of the 264 women supported by the NWTa caseworkers, a fifth were accommodated in a suitable refuge space. The support of the NWTa caseworkers was critical in getting these 51 women into a safe refuge, as one survivor said: "With their help they got me here, safe." On average, survivors spent 17 days trying to find a place of safety.

Survivors faced incredible difficulties attempting to get support from local housing teams and social services. Out of the 97 women who approached their local housing team, 52 were prevented from making a valid homeless application (53.6%), meaning that they were refused assistance with emergency accommodation. Social services failed to meet their duty to 41.6% women they supported (32 of 77 women), an increase from last year (33.3%, 39 out of 117). In almost all of these cases this was a refusal to meet their duty to children (29 out of 32 cases, 90.6%).

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Thanks to The Ministry of Housing, Communities and Local Government for continuing to fund this valuable project.

3) WOMEN'S AID HAS ENHANCED INFLUENCE AND CAMPAIGNING PRESENCE ADDRESSING THE ROOT CAUSES OF DOMESTIC ABUSE

Active campaigners and supporters including Campaign Champions and Members who understand the value of our work, 'buy in' to our campaigns, and support and understand Change That Lasts

Our national network of Campaign Champions has continued to grow, by the end of March 2018 there were 1,235 Campaign Champions with active buy in to our campaigns. We delivered two training days with Campaign Champions in 2017/18, for over 40 campaigners. The training included sessions on speaking to the media, learning from campaigning organisations, hearing about grassroots women's rights activists and learning about engaging with parliament.

Campaign Champions have been an invaluable asset to Women's Aid encouraging their MPs to attend events and debates in parliament, particularly the backbench debate on refugee funding in December 2017 where around 20 MPs attended and spoke.

To celebrate our campaigners we arranged a Parliamentary reception to celebrate their work which was attended by at least 10 Campaign Champions and 15 parliamentarians and five Ministers and Shadow Ministers.

Women's Aid increases awareness of gender inequality, sexism and domestic abuse and solution-focused responses

Love Respect

Love Respect, our online project to support young women, continues to develop with the microsite redesign underway. We have partnered with The Mix, a charity for young people aged 16-24, to help build a web-based tool for users of that age group to understand more about healthy relationships and identify unhealthy behaviours in their own. We hope that the partnership will help both parties better understand how to support young people in abusive relationships. Interest from potential corporate funders and media partners suggest when we are ready to launch we should be able to get the momentum we need to build a robust route to support for young women.

16 Days of Activism Against Gender-Based Violence

This year's '16 Days' campaign was a great success. Media and Communications, Campaigns and Public Affairs, and Research and Fundraising worked side-by-side, focusing our efforts and pulling announcements into a cohesive and compelling plan that would engage all our stakeholder groups. Days after 16 Days had finished, the press was still rolling with the news agenda we created. We tripled the media coverage from last year; including more than 25 pieces of national media and five broadcast interviews and increased our followers on Facebook by more than 1k. The social and mainstream media coverage had a positive effect on online donations, nearly quadrupling these from £1.9k in 2016 to £7.4k in 2017. Our donate page made it into the Top 10 most visited pages on our website, and overall there were over 39k new visitors to our website. The petition launched during 16 Days has already received 125k signatures. This is more than double Women's Aid's next most successful petition.

We were the main result on Twitter when you searched for #16Days and our Tweets earned 725.2K impressions. Our Social Media engagement included supportive MPs, including Keir Starmer, David Lammy, Jess Phillips, Gloria De Piero, Stella Creasy, Helen Hayes and Harriet Harman. We also had more celebrities engage than previously, with Bonnie Wright (of Harry Potter fame), Rory Bremner, Michelle Dewberry and Emily Eavis all tweeting the petition link. Lisa Moorish shared our petition post. Maisie Williams started following us and Alice Liveing (fitness Instagram star) has been in touch.

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Christmas Appeal

The impact of our social media activity on fundraising was noticeable in December, with a huge uplift in donations compared to the same time last year and when donating, people often referenced our social media and media work as the inspiration behind their gift.

- We asked people to donate instead of buying Christmas Cards and received at least seven donors around this time directly referencing this, with one saying “Instead of giving Christmas cards this year, I wanted to support a charity who do vital work.”
- After a social push on the supported housing petition we received donations including from two donors who said “to support your campaign about refuge funding” and “Outraged at the changes in funding which may cause refuges to close. I was a family lawyer until retirement and am acutely aware of how refuges save lives”
- We shared a story about Claire Throssell on social media and one donor said: “I saw Claire’s story of the loss of her two sons and want to donate in remembrance of her two boys and her bravery to speak out.”
- One said simply: “Saw a conversation on Twitter about domestic abuse and felt this was necessary.”

International Women’s Day

Our theme for International Women’s Day 2018 was “Celebrating the amazing women working to end violence against women” (including members, supporters and staff). All activity tied into the message about the extraordinary work our member services do against the odds, and the Women’s Aid team effort of Research, Policy, Fundraising and Communications all coming together. We ran a campaign across social media and focused our press activity on securing coverage around the Domestic Abuse Bill consultation announcement, our Survival & Beyond report launch and the Right to Vote campaign. The social media campaign took place from Saturday 3rd March until IWD on Thursday 8th March and used the hashtag #WomensAidAmazingWomen. The call to action across our digital channels was either an explicit fundraising ask in our posts, or a drive towards our IWD webpage where our ‘Donate now’ button and text sat at the top of the page. The hashtag #WomensAidAmazingWomen was used 1582 times and our Tweets earned 462.2k impressions over the six days – a 75% increase on the same period in 2017, when we earned 263.7k impressions.

We gained 489 new Facebook page likes during the campaign (3rd – 8th March) and 499 new page followers. Our audience reach was a huge 116,306 and we received 12,883 engagements with our posts. Our International Women’s Day ad was active for two days from Thursday 8th March until Saturday 10th March. It reached 56,185 people on Facebook which resulted in 960 clicks through to our donate page (<http://www.womensaid.org.uk/donate/>). The ad received 67,140 impressions including 518 likes, 130 shares, six comments and 73 likes for our Facebook page even though we weren’t directly promoting this action. On Instagram we had a 23% increase in overall followers over a period of six days. We achieved an estimated 14,000 impressions with a reach of over 3,000.

We launched our Survival and Beyond report ahead of International Women’s Day on BBC One’s Breakfast. Our new stats were also covered in a news story in the Guardian and in a 12-minute feature film on Sky News. Our message about how vital refuges are to tackling domestic abuse and how they must be protected was included in all media coverage of the government’s launch of the Domestic Abuse Bill consultation. We secured broadcast coverage on BBC Breakfast, BBC Radio 4 Today, Sky News, BBC News Channel, BBC Five Live, BBC Radio 2, BBC Two Victoria Derbyshire, BBC News at One, Channel 5 News, Channel 4 News, ITV News as well as local coverage on BBC London, BBC Bristol and syndicated interview with Katie Ghose on news bulletins across the UK’s local BBC Radio network.

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We were also quoted in news stories about the Domestic Abuse Bill in the Daily Mail, the Sun, BBC Online, Daily Telegraph, Daily Express, ITV News, Independent, Metro, Mirror, Daily Star, Huffington Post, Police Professional and Sky News. We also had a feature in the Sun on Sunday calling for the Prime Minister to take action to protect refuges and a letter led by Women's Aid and signed by many charities from the sector in the Daily Telegraph. Coverage in women's magazines included Cosmopolitan, Grazia, Debrief and Refinery 29. Over the week, we received a total of 698 pieces of coverage across national and local broadcast, print and online coverage.

During the six days we saw increased traffic and engagement on the website with over 18.5k new visitors (we usually get around 60k in a month). During this period we raised £3,890.35 and two individuals signed up to give a regular monthly donation.

During 16 Days, we achieved high profile media coverage including: front page news story on the Guardian plus full page feature; interview and feature film on BBC Breakfast; feature item and interview with Jess Phillips on BBC Radio 4's Today programme; and news coverage of our emergency survey statistics in The Times, the Guardian, the Independent, the Daily Mail, the Daily Mirror and Stylist. We also revived our Give Me Shelter campaign with the Sun newspaper which resulted in two months of coverage in the Sun on Sunday.

We handed in our petition to Number 10 on the closing day of the supported housing funding consultation with coverage on BBC Radio 4 Today programme, ITV News at 10, ITV News at Lunchtime, Sky News and online news stories on ITV News and Stylist.

For International Women's Day, we made the government's launch of their landmark Domestic Abuse Bill all about the threat to refuge funding with presenters quizzing the Prime Minister and government ministers on the issue on BBC Radio 4's Today, BBC Breakfast, Sky News, Channel 4 News and ITV News at 10.

Femicide Census

The latest Femicide Census report on the women who were killed by men during 2016 was published and gained coverage in news stories in the Observer, Daily Mail, Independent, Refinery 29, Huddersfield Examiner, Police Professional and Reuters. We were interviewed on Sky News and the report was mentioned in a comment piece in The Guardian. We also gained feature coverage on [BBC Online](#), Daily Mail Online and the report also helped to launch our [Save our Shelters campaign](#) with The Sun on Sunday.

We continue to promote the findings from the Femicide Census throughout the year and regularly receive requests to comment or be interviewed when a woman is killed by a man; for example, we commented on the case of triple murderer Theodore Johnson in the following media outlets: news stories in The Times and the Express and Star, feature in the Guardian, broadcast interviews on ITV News Birmingham and Channel 5 News.

Right to Vote

We continued to secure both national and regional coverage for our Right to Vote campaign, especially around our campaign win with the government making it easier for survivors to register to vote anonymously.

When the government announced these reforms, we secured broadcast interviews on Sky News, Talk Radio and BBC Radio 4's Woman's Hour. We were quoted in news stories in the Sunday Express, Metro, Daily Mail, Daily Mirror, Sunday Telegraph, Evening Standard, Huffington Post, Stylist, The Pool as well as syndicated across local newspapers throughout the UK. We also wrote a comment piece in [the Independent](#) on the issue.

To coincide with the centenary of the first British women securing the right to vote, we used this opportunity to promote our Right to Vote campaign with a special item on BBC Radio 4's Today programme, interviews on BBC Five Live's Emma Barnett show and BBC Bristol, feature on [BBC Online](#) and fundraising partnership with Stylist for their Right to Vote special issue.

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Media work to increase public awareness

Throughout the year, we have commented on a number of trending stories that feature domestic abuse or behaviour that normalises domestic abuse. We have grown our voice in wider awareness raising about the links between gender inequality, sexism and domestic abuse and have been an active part of the #MeToo movement.

We have been commenting on and calling out sexist behaviour exhibited in popular reality TV shows such as The Only Way is Essex and Love Island, which otherwise are left unchallenged. These interactions have been highly successful.

We commented on the story that Mel B had experienced domestic abuse with coverage in the Sun, OK Magazine, Reveal and The Star.

We commented on controlling and possessive remarks by one reality TV star in Love Island with coverage in the Sun, Independent, Evening Standard, Mirror, Metro, Huffington Post, OK Magazine, Look Magazine, Heat, Grazia and syndicated across all local newspapers in the UK.

We commented on England women's coach Phil Neville's tweet joking about domestic abuse with coverage in the sports sections of Sky News, Guardian, Daily Mail, inews and syndicated across local newspapers in the UK.

We also called out the abusive behaviour by one reality TV star in The Only Way is Essex by releasing a statement and posting a blog on our website. We gained coverage on BBC Online, Daily Mail, Daily Mirror, Daily Star, TV Guide, Daily Telegraph, The Debrief, OK Magazine, New! Magazine, Reveal Magazine and Pretty 52.

We have recently launched a partnership with Cosmopolitan magazine to raise awareness of domestic abuse among young women. We are working on a number of [advice stories](#), features, interviews, an educational booklet for schools and an online survey of young women's experience of abuse which will be launching this spring.

Women's Aid National Conference

The National Conference, titled Breaking Barriers: Building resilience for independent futures, was held across 5th and 6th July 2017 at the University of Warwick.

The theme for day one was trauma, recovery and addressing the barriers women face when trying to access support; for day two it was challenging the culture that legitimises and condones violence against women and girls.

Over the two days we had keynote speeches from the Home Secretary, Amber Rudd MP, Councillor Sara Rowbotham and a diverse range of panel speakers including: Pragna Patel, Director of Southall Black Sisters; Holly Bourne, young adult fiction author; and Dr Nina Burrowes, psychologist and expert in sexual and domestic violence.

The programme was slightly less packed this year (one panel session on day one rather than two), which received positive feedback and the content was varied, relevant with excellent speakers. Overall, it was another successful conference, with overwhelmingly positive feedback from delegates, speakers, and Women's Aid staff for both the main and the workshop and fringe programmes.

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Women's Aid website

www.womensaid.org.uk remains incredibly popular; it is a vital information service for thousands of survivors, professionals, researchers and members of the public. From 1st April 2017 to 31st March 2018 there were 1,122,532 sessions (up 29% on 2016/17) made by 787,921 users (up 32%). In total these users visited 2,300,692 pages. The increase in traffic has been fairly evenly spread over the year, with just one large spike in traffic on 17th January 2018 of 13,023 users (on average we have 2,737 a day, and 17,709 a week). This appears to be due to a huge number of referrals from a BBC article about gaslighting which included links for support. 64% of our visitors arrive through search engines showing the importance of an up-to-date homepage and work around improving our search engine optimisation (SEO). Our biggest social referrer is Facebook, followed by Twitter.

The Members' Area of the website now has a regular blog with current news and events which may affect our member services. We get around 400 unique page views per month for the Members' Area home page.

The Survivors' Forum provides a safe, anonymous environment for women affected by domestic violence to speak out about their experiences and seek help and support, and has dedicated moderators to provide professional support and advice. We have around 2.5K registered users, with on average around 1.2K posts and replies a month. We have been sharing the forum on social media which has seen an increase in registrations, and have now implemented demographics data capture so we can get to know who our users are. In autumn 2017 we also launched the first ever user evaluation survey, which had over 50 respondents and gave us some good insight into how women are using the forum. We will be implementing this annually.

Women's Aid Newsletters and Publications

Women's Aid has a monthly e-bulletin exclusively for our full Members, which currently goes to 529 recipients.

Safe

Safe is the UK's only dedicated journal on domestic abuse. Issued quarterly by Women's Aid, *Safe* supports effective responses to reduce domestic abuse, by reflecting the current issues and developments in the field. Each issue contains practical initiatives, research reviews, new strategies, policy developments and national and international news.

SOS Campaign

We relaunched our SOS campaign (SOS – Save Refugees, Save Lives) following the government announcing dangerous planned changes to the way refugees are funded.

The government's proposed changes to 'short term' supported housing and the potential catastrophic impact on refugees have been the urgent focus of this work over past year. The campaign has achieved some key outcomes and impacts, including:

- Over 170,000 people signed our petition calling on the government to urgently halt planned changes to refugee funding;
- The government reflected our messaging in their press release on International Women's Day to announce the consultation on the Domestic Abuse Bill;
- *"This government is also completely committed to developing a sustainable funding model for refugees, and to ensuring that there is no postcode lottery when it comes to provision across the country."*;
- Secured a specific parliamentary debate on refugee funding on 12th December 2017, led by Jess Phillips MP with the former Local Government Minister, Marcus Jones, responding and interventions from more than 20 MPs.

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Through our work on the Bill and refuge funding we have developed a strong relationship with policy officials and Special Advisors (SpAds) in No10. We have taken officials and SpAds on a refuge visits and have had numerous meetings. Alongside this, we are continuing to work with MHCLG as they carry out their audit of refuge services and have regularly monthly catch up with the Director of Supported Housing and other MCHLG colleagues.

In order to develop a long-term sustainable funding model that reflects the needs of member services and the survivors who use them we have been able to secure a grant of £30k in order to employ consultants to work with us to design a sustainable new model.

We have continued to raise awareness of concerns around a range of welfare reform issues such as Universal Credit, the benefit cap, two child tax credit limit and the bedroom tax.

Our work in this area has also focussed on ensuring survivors of domestic abuse can retain secure lifetime tenancies (which are being phased out) when they flee abuse. We briefed ministers on this issues and the need for legislative reforms. The Secure Tenancies (Victims of Domestic Abuse) Bill was tabled and will protect and enable the transfer of lifetime tenancies for survivors who need to leave, or have recently left their home, to escape a perpetrator. We have worked with Peers to successfully amend the Bill during its passage in the House of Lords; our amendments have strengthened the legislation to cover cases where a joint tenancy was terminated, and ensured the removal of a risk-based approach within the Bill.

Child First campaign achieves key aims around safe family court estate and policy framework

The Child First campaign has continued to achieve change in the family courts and work towards making the family court estate and policy framework as safe space for survivors.

We continued to secure both national and regional coverage for our Child First campaign, especially around our campaign wins when the judiciary implemented their revised guidance for judges in child contact cases when there is an allegation of domestic abuse. We secured coverage of this campaign win with broadcast interviews on [BBC Two Victoria Derbyshire](#), [BBC One Breakfast](#), [BBC Radio 4's Woman's Hour](#), a comment piece in the [I newspaper](#) as well as news stories in [The Times](#) and [BBC Online](#).

We secured major coverage of our Child First campaign during 16 Days with the lead item on [BBC News at 10](#) which was followed by two high impact news stories on [BBC Online](#).

We secured coverage of our joint report with Cafcass on [BBC Two Victoria Derbyshire](#) and news stories on [BBC Online](#) and Family Law website.

We also worked with Child First campaigner Claire Throssell to secure regional coverage with interviews on ITV Calendar and BBC Radio Lincolnshire. Claire Throssell was also interviewed in the [Guardian](#).

As a direct result of Child First, in October 2017 a revised version of Practice Direction 12J – *Child Arrangements and Contact Orders: Domestic Abuse Harm* - guidance for judges and magistrates presiding over child contact cases where there are allegations of domestic abuse, was published and came into force. Many of the changes respond directly to our recommendations. The new guidance:

- Sets out what judges and magistrates are 'required' to do rather than what they 'should' do in child contact cases where there is domestic abuse, and sets a mandatory requirement for the courts to determine whether children and/or non-abusive parents will be at risk of harm from a contact order.
- Clarifies definitions of domestic abuse, coercive control and the harm caused to children.
- Makes clear that judges must carefully consider how domestic abuse impacts children, and question whether the 'presumption of contact' applies in these cases.

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- Makes clear that if victims or children require special measures within the family court, appropriate arrangements, specifically separating waiting rooms and entering and exit times should be made where possible.

A further Practice Direction 3AA *3AA Vulnerable Persons: Participating in Proceedings and Giving Evidence* came into force in 2017 to ensure the courts consider whether those involved in family proceedings are vulnerable – including specifically survivors of domestic abuse - and, if so, whether this is likely to diminish their participation in proceedings or the quality of their evidence

Furthermore, we have continued to grow our relationships with key stakeholders in the family justice sphere. The National Training Centre has undertaken bespoke training for Judges on identifying coercive and controlling behaviour.

Women's Aid collaborated with Cafcass on an important research report was published in July 2017, showing that two thirds of cases in the sample involved domestic abuse allegations, yet in a high number of those cases, unsupervised contact with the abusive parent was ordered.

Women's Aid has been working with The Queen Mary University London to undertake research into the experiences of survivors of domestic abuse in the family courts through the lens of human rights. The report was published in May 2018.

Domestic Abuse Bill

In March 2017 the government announced they would be bringing forward a new Domestic Abuse Bill. Women's Aid has been working on the detail of the Bill, prioritising survivors and members key issues and meeting with relevant stakeholders in Government. Our key work on the Bill so far has included:

- Consulting Women's Aid member organisations on priorities for the Bill and accompanying non legislative package of reforms;
- Undertaking an audit of the last five years of Women's Aid and APPG on Domestic Violence research and key recommendations, to highlight areas where we know there are gaps in legislation or policy;
- Convening a working group of leading domestic abuse organisations to collate key shared asks for the Bill;
- Arranging a series of APPG on Domestic Abuse meetings on key priorities for the Domestic Abuse Bill;
- At the request of the Home Office, organising and facilitating a workshop with survivors of domestic abuse on their priorities for the Bill.

Meeting with key ministers in the Home Office and Ministry of Justice and lead civil servants to highlight gaps in policy and legislation that the Bill could cover and feeding back on their initial proposals.

Diverse voices are reflected throughout our work

In 2017, we conducted a small-scale consultation with Black and Minority Ethnic (BME) services to inform Women's Aid's thinking about how the organisation can best act as an ally to BME organisations. Women's Aid has recognised the need to examine what more the organisation can do in this respect, and to set clear objectives which Women's Aid can then be transparent about so that BME member and partner organisations will know what they can expect from Women's Aid.

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The recommendations from this survey were turned into a Race Equality Strategy which was approved by the Board in October 2017. The strategy was presented at a series of organisational strategy days with all staff. Terms of reference are currently being drawn up for a core group of staff to take the strategy forward, including setting measurable objectives and timelines for implementation. In the meantime, all staff are undertaking equalities training, a policy group for BME member services is being set up and a number of steps have been taken to improve diversity at members' conference.

4) WOMEN'S AID IS A STRONG ORGANISATION WITH FULFILLED PEOPLE, A SUSTAINABLE WORKPLACE AND FUNDS MAXIMISED

Communications systems that provide feedback and learning for continuous development

Women's Aid recognises UNISON as the union that represents its members for Women's Aid. UNISON is one of the biggest trade unions, representing more than 1.3 million members across the UK. Women's Aid has two named union representatives who are actively supported in their role and are consulted on activities that relate to their role through meetings with the Chief Executive. They also support and advise members on workplace issues when they arise.

Flexible and agile culture to respond to changes and challenges

Supporting our staff and volunteers and nurturing everyone in the charity is crucial to achieving our goals. We must have a supportive and collegiate environment that enables every team member to flourish. During 17/18 we conducted a staff survey and also an internal review both of which highlighted the cultural challenges of growth. Some of the actions already taken to address the issues highlighted include:-

- Improvements to physical staff environment with a new suite of meeting rooms
- Improvements to internal communications and scheduling of team and management meetings and feedback loops
- Lunch & Learn sessions introduced
- 8 training & development days offered to all staff (pro-rata)
- Introduction of Yammer & Skype for Business to improve communications

IT, HR and finance systems processes that reflect and support an organisation of our size and complexity

2017/18 has seen the foundations put in place for the transformational change required to our core infrastructure in order to support the challenges of our success with the significant growth of the organisation in recent years. We started to identify priorities for development across all of our support services like IT, HR and finance and our member networks. There was a strong consensus amongst staff and trustees for a need to invest in our systems and processes and the report indicated the start of a three-year programme of internal renewal.

During 2017/18 we have updated our mobile telephone provision, made improvements to our IT system resilience and security and upgraded our communications and remote access to the system to respond to increases in the numbers of users. We have begun the process of upgrading our finance systems by starting the transition to a cloud based solution for expenses, purchase ordering and invoice processing and we started to evaluate different longer term solutions for our HR, payroll and finance systems. These improvements will form an important part of our strategic planning for the next 12-18 months.

“If we can nurture our team and create the support systems and infrastructure to set us free to do our work, then there is no limit to what we will achieve together”

Women's Aid Federation of England

Trustees' Report

Grow our income so that it is 50/50 unrestricted / restricted

There have been a number of initiatives undertaken to begin the process of addressing the balance between our restricted and unrestricted reserves during this financial year:

- The reserves policy for the organisation was reviewed and updated
- Appointment of a new Director of Income Generation and Marketing with a focus on developing an income generation strategy that closely aligns with WomensAid's overall organisational strategy
- Creation of a Fundraising, Finance and Risk Sub-Committee ensuring robust oversight of finance, income generation and risk issues and strong link between the subcommittee and full Board.
- Development of pipeline funding reports to support the 2018/19 budget planning process
- Developed a full understanding of the current business model through the 2018/19 budget process which provides the platform for developing longer term financial forecasting models

MAINTAINING THE CHARITY AS FIT FOR PURPOSE

In 2017/18 we continued to invest in transformational change for Women's Aid. This included: investment in communications and in fundraising activities to support the organisation's growth; investment in our National Training Centre; investment in new business research and development for Change That Lasts. This investment has been worthwhile and attracted new grant funders and project partners, including a substantial £1.5 million grant from the Department for Culture, Digital, Media & Sport (Tampon Tax) due to be received in 2018/19. Our Members have continued to face challenging times, particularly in terms of funding and commissioning, and we have increased the levels of support available to them from Women's Aid, supporting their sustainability and growth, along with our own at national level.

During the year, we appointed a new Chief Executive, Katie Ghose who joined us in July 2017 and we also had a change to one of our Co-Chairs during the year following Beverley Pass' resignation after ten years of service, with Mary Mason stepping up to be interim Co-Chair alongside Femi Otitoju.

How our strategic aims and charitable activities deliver public benefit

Women's Aid exists to use its expertise, knowledge and influence to raise the status of women to a level where violence against them is no longer legitimised or tolerated. Our charitable activities all aim to deliver on the four key strategic outcomes, which are:

1. Key target audiences understand coercive control, its impact and the diverse experiences of survivors.
2. Legislation and policy framework strengthened to protect survivors, their children and the specialist services supporting them.
3. More effective state, private and specialist sector response to domestic violence and abuse.
4. Women's Aid is established as a sustainable organisation with the ability to grow.

These outcomes are underpinned by a series of departmental business plans, which ensure that we focus limited resources where they are best placed to deliver on them. The Women's Aid Theory of Change and business plans are shared with funders and other key stakeholders.

The Board of Trustees has referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and in planning its future activities in both the annual business planning and longer-term strategic planning cycles. In particular, the Trustees have considered how planned activities will contribute to the aims and objectives that have been set and ensured that this is clearly articulated both internally and externally, and appropriately documented and shared.

Women's Aid Federation of England

Trustees' Report

KEY CHARITABLE OBJECTIVES FOR 2018/19

During 2018/19, Women's Aid will deliver on the following charitable objectives in line with the refreshed objectives and business plan for the year ahead:

1. Change That Lasts is embedded in Women's Aid, Member services, commissioning and VAWG strategies

- Documented framework for community, agency and specialist responses to domestic abuse
- Documented framework for work with perpetrators and for specialist work with children and young people in a Change That Lasts context
- Communications and campaigns strategy supporting Change That Lasts
- Survivors feel valued and their views, needs and wishes are at the heart of our work
- Both direct and membership services use digital technology to improve customer service and maximise data collection

2. Women's Aid is a strong, sustainable federation that leads on domestic abuse

- Services are commissioned to Change That Lasts Trauma-Informed Quality and Outcomes Framework
- Members' long-term sustainability is strengthened as part of a strong, supportive federation
- Members act as Centres of Expertise across England, informing and supporting Change That Lasts in their localities
- Services are skilled up to use the National Quality Standards process and On Track outcomes data for continuous learning and development
- Members use Women's Aid branding, publicly demonstrating membership, and Change That Lasts is embedded across the federation
- Coordinated fundraising and campaigning across the federation that benefits both Members and Women's Aid
- Women's Aid is established as holding the largest domestic abuse dataset in the UK and WA research is used to amplify our voice and credibility

3. Women's Aid has enhanced influence and campaigning presence addressing the root causes of domestic abuse

- Active campaigners and supporters including Campaign Champions and Members who understand the value of our work, 'buy in' to our campaigns, and support and understand Change That Lasts
- Women's Aid is positioned as the leading voice on gender inequality, sexism and domestic abuse with solution-focused responses
- SOS campaign achieves key aims around sustainable funding and welfare reforms
- Child First campaign achieves key aims around safe family court estate and policy framework
- Diversity of voice is reflected throughout our work

Women's Aid Federation of England

Trustees' Report

4. Women's Aid is a strong organisation with fulfilled people, a sustainable workplace and funds maximised

- Communications systems that provide feedback and learning for continuous development
- Flexible and agile culture to respond to changes and challenges
- IT, HR and finance systems processes that reflect and support an organisation of our size and complexity
- Grow our income so that it is 50/50 unrestricted / restricted

Women's Aid is committed to undertaking the above activities to the best of our ability and subject to the availability of appropriate funding.

FINANCIAL REVIEW 2017/18

The charity's total income amounted to £4,211,460 (2017: £3,492,147). This includes a valuation for generously donated services and facilities of £164,271 (2017: £129,440) - see note 2 of the accounts for more information. Underlying income excluding donated services and facilities was £4,047,189 (2017: £3,362,707). We are pleased to report that the improved income levels of 2014 - 2017 continue into 2017/18 with expansion of funding for our Change That Lasts programme. In the new financial year we are due to receive a significant grant, £1,509,850, from the Department for Digital, Culture, Media and Sport (Tampon Tax Funding) for development of 'Ask Me' across four nations by 2020 in partnership with Women's Aid Wales, Scotland and Northern Ireland (see note 21).

Total expenditure for the year amounted to £4,356,161 (2017: £3,800,593). Underlying expenditure excluding the value of donated services was £4,191,890 (2017: £3,671,153).

The charity's assets are available and adequate to fulfil its obligations on a fund by fund basis.

The charity had a planned deficit budget in 2017/18 of £621,585 to be funded largely by restricted funds brought forward for specific project activity. The charity's performance during the year resulted in an actual net deficit of £144,701 made up of restricted funds surplus £82,172 and unrestricted funds deficit £62,529 (2017 £68,275). The unrestricted reserves were used to fund additional costs for investments in research and development of the Change That Lasts programme, investment in the National Training Centre, and staff recruitment. Overheads were kept within budget and full cost recovery performance was improved.

Principal funding sources and activities

Women's Aid continued to benefit from a wide range of funding sources during 2017/18 and a summary of our principal funders (those that amount to more than 5% of total income) is set out below.

Women's Aid Federation of England

Trustees' Report

| Funder | % of total income | Projects supported by funding |
|---|--------------------------|--|
| Big Lottery Fund | 23% | Change That Lasts pilots as part of Roadmap for System Change partnership with SafeLives |
| Lloyds Bank Foundation | 9% | Sustaining Specialist Services |
| Home Office | 6% | National Domestic Violence Helpline (run in partnership with Refuge) |
| Department for Communities and Local Government | 8% | Ukrol No Woman Turned Away Project |
| London Councils | 7% | Pan-London Domestic and Sexual Violence Helplines and coordinated access to refuge provision |

Income in Support of Key Objectives

A summary of income in support of key projects and activities, shown as a proportion of total income during the year, is set out below, and accounted for 70% of total income:

| | |
|---|-----|
| Change That Lasts | 46% |
| Freephone 24-hour National Domestic Violence Helpline | 11% |
| Sustainable Services Project | 7% |
| Routes to Support | 3% |

A further 7% of our income was self-generated from earned income consisting of National Training Centre course fees and income from our annual conference, membership fees, sales of publications and merchandise, as well as advertising space. Women's Aid remains committed to increasing funding from these valuable sources.

Support for Key Activities

Expenditure on the projects highlighted in the section above accounted for 63% of total expenditure. In addition, several projects and core activities were supported by restricted funds brought forward and unrestricted reserves in 2015/16, as set out in note 21.

Fundraising Performance

In 2017, we noted growth in some of our public-facing fundraising activity, and across all of our fundraised income streams with a 15% increase on the year before having generated over £4,046,477 through statutory, voluntary and earned income. We are enormously grateful to all those organisations and individuals who have supported our work over the course of the year, and remain committed to working with our existing funders to deliver effective solutions to domestic abuse.

Women's Aid continually strives to increase our stance as a sustainable organisation, through research and testing to increase our income from individuals, predominantly as unrestricted donations, which enable the charity to respond quickly to opportunities to improve provision or practice which would take many months for a restricted funder to be able to support. As such, in 2018/19, we will investigate launching a new digital fundraising campaign, capitalising on our social media presence, testing our audiences and messages, to continue to increase our regular gifts from the public.

Women's Aid Federation of England

Trustees' Report

We would like to thank the large numbers of individuals who have continued to loyally support our work through making regular donations, responding to appeals, taking part in sponsored challenges, organising events, and speaking out on their own social media and within their networks about the importance of challenging domestic abuse.

We would also like to thank the loyal and committed full and associate members of our federation whose subscriptions enable us to develop our member support activities.

Community

We are extremely lucky to have some wonderful supporters and wish to thank our dedicated Women's Aid runners – #TeamWomensAid – for their contribution to us this past year. Demand for our places in the following events continues to grow:

- Bath Half Marathon
- London Marathon
- British 10k
- Great North Run
- Royal Parks Half Marathon

We also want to thank the increasing number of fundraisers who organise and participate in their own events and challenges to raise funds for us. We have a range of community supporters, from those carrying out suffragettes-themed tea parties to mark the 100-year anniversary of the Right to Vote for the first British women, to those skydiving and hiking the Pacific Crest Trail.

We are very grateful to our corporate supporters, who are an integral part of our movement to end domestic abuse. This year we have been generously supported by:

- AVON UK
- Lloyds Banking Group
- The Sun Smiles at Christmas Appeal
- Bloom UK
- Kering Foundation
- Alexander McQueen
- Freshfields Bruckhaus Deringer
- Deloitte LLP
- Universal Music
- Morrisons Foundation
- 2ABillion Foundation
- Royal College of Midwives
- Ecorys
- Twitter UK
- Osborne Clarke
- MediaCom

We are especially grateful to the Chartered Institute of Housing for selecting us as their charity of the year, and we look forward to continuing this powerful partnership to raise much needed funds and awareness.

Women's Aid Federation of England

Trustees' Report

Women's Aid relies on income from trust and statutory sources, and is proud to work in partnership with the following funders to achieve our mission:

- The Big Lottery Fund is generously supporting our joint initiative with SafeLives until 2021, helping to transform responses to domestic abuse through our Shared Roadmap for System Change.
- Comic Relief continues to support our work by funding the Women's Aid Community scheme, part of the Change That Lasts initiative. We have also received funding from Waltham Forest Borough Council who have commissioned Community training in our new pilot site in Waltham Forest.
- The Lloyds Bank Foundation for England and Wales has continued to support our Sustainability Partnership with Imkaan, to ensure the quality and sustainability of specialist and dedicated domestic abuse services. They have also funded our work on the Domestic Abuse Bill, ensuring we have the capacity to fully engage in the development of the Bill.
- The Home Office, London Councils and Comic Relief have continued their commitment to the National Domestic Violence Helpline, run in partnership with Refuge. The Helpline has also been generously supported by the Marsh Christian Trust, Brian Wilson Charitable Trust, the Paul Bassham Charitable Trust, the Harbourne Parish Lands Charity, the Doris Field Charitable Trust, the Eveson Trust, the Westminster Foundation, Mrs Wingfield Charitable Trust, Rhododendron Trust, Stella Symons Charitable Trust, The Balney Charitable Trust, Pilkington Charities Fund, the Souter Charitable Trust and the Rainford Trust.
- The Ministry of Housing, Communities and Local Government (previously known as Department for Communities and Local Government) continues its commitment to UK Refuges Online and the No Woman Turned Away project, supporting women to access local services and refuge provision.
- The Sara Charlton Foundation has agreed to fund our work to create a Change That Lasts model for children, placing them at the heart of community and professional responses.
- The Women's Foundation has supported the National Survivors' Participation Panel, ensuring that survivors' voices are heard and believed.
- The Henry Smith Charity has provided vital funding for our Survivors' Forum, a safe online community providing peer support for women who have been affected by domestic abuse. The Survivors' Forum has also been generously supported by Goldsmiths' Company Charities.
- The North East Violence Against Women and Girls Network has generously supported us to help amplify the voice of the women's sector in the North East by cultivating our membership in the North East.
- The Roddick Foundation has continued its generous support of our campaigning work, enabling us to raise the voices of survivors to effect change in national practice, policy and legislation, in particular enabling us to consult on the Domestic Abuse Bill.
- Generous support from the Sylvia Adams Charitable Trust has enabled us to ensure the quality of children's support services run by local domestic abuse organisations.
- We are especially grateful to the Esmée Fairbairn Foundation, the David Family Foundation, Caring as One foundation, Ian Mactaggart Trust, The Jusaca Charitable Trust, Edward S Smyth Trust, Madeline Mabey Trust, the Ardwick Trust, the New Rescene Trust and the Carnegie United Kingdom Trust for their support of our core costs, enabling us to direct funds where they are most needed to support women and children affected by domestic abuse.

Women's Aid Federation of England

Trustees' Report

Stewardship

Our Christmas appeal, which landed in November 2017, and was supported by online resources, was one of our most successful appeals to date and exceeded income from the previous year's appeal. Our *Together* supporter newsletters continue to be popular. Two such newsletters were mailed to our supporters last year, accompanied by an integrated e-newsletter appeal, bringing in £10,000 of unrestricted funds.

Legacies

Women's Aid continues to benefit from the kindness and generosity of individuals who have bequeathed us gifts in their wills. Their gifts have helped us to achieve many of the successes detailed in this report, the impacts of which will be felt for years to come.

Structure, Governance and Management

The Board of Trustees is responsible for overseeing the management of the charity and delegates this responsibility on a day-to-day basis to the Chief Executive.

The Chief Executive is supported by an Executive Management Team, within an overall staff team of 105 full and part-time staff (including bank staff) and one volunteer.

Financial and operational policies, agreed by the Board of Trustees, are also in place, which govern the management of the charity. The organisation's Theory of Change, reviewed periodically in a process involving both the Board of Trustees and the full staff team, provides the framework for the charity's annual business plan, which is produced as part of an annual planning, consultation and budgeting cycle. Annual work plans enable the delivery of the core and development objectives, which are approved by the Board of Trustees, and monitoring against these plans forms the basis of quarterly reports to the Trustee meetings.

Risk Management

The Executive Management Team has conducted a review of the risks to which the charity is exposed. A risk register is updated regularly, with review and approval sought at the Board's quarterly meetings. The risk register is intended to manage and monitor strategic organisational risks, with a focus on those with financial or reputational consequences. It is not a comprehensive list of every risk facing the organisation, it recognises that the organisation has a set of policies which cover the most common operational issues. Issues like these would only be highlighted if it was felt they had reached the level of a strategic risk. Policies, systems and procedures form part of the process to mitigate risks identified within the register and are also regularly reviewed.

The scoring of risks is based on discussion among the Executive Management Team and the managers in the organisation. It has also been influenced by recent in-depth risk analyses of partnership projects. These projects have their own risk registers which are then shared with partners accordingly.

Website

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Pay policy for senior staff

The Board of Trustees consider that the senior management team comprises the key management personnel of the charity in charge of directing and controlling, running and operating the charity on a day-to-day basis. All Trustees give of their time freely and no Trustee received remuneration in the year. Details of Trustees' expenses and related transactions are disclosed in note six to the accounts.

Women's Aid Federation of England

Trustees' Report

The pay of the staff is reviewed annually, and the charity considers whether it is affordable to increase pay in accordance with average earnings. If recruitment has proven difficult in the recent past, a market addition may also be paid with the pay maximum no greater than the highest benchmarked salary for a comparable role.

Connections to wider network

Women's Aid is a federation of over 180 organisations providing just under 300 lifesaving local services to women and children across England. Our network also includes a further 40 organisations run by non-members who are engaged with us through the UK Refuges Online (Ukrol) database (now renamed Routes to Support). The charity works in partnership with a range of statutory, voluntary, corporate and other bodies to deliver its mission and achieve its objectives. Membership is based on signing an agreement to support the charity's mission, aims and objectives. There are two membership categories:

- Full Members: Organisations that deliver direct services
- Associate Members: Other supporting organisations

Women's Aid local member services provide a range of refuge and community-based services to address domestic violence including sexual violence in intimate partner relationships. Members work to national standards for service delivery, including the Women's Aid National Quality Standards which cover all aspects of service delivery, as well as using model policies and procedures developed by Women's Aid.

Investment performance

Under the terms of the Memorandum and Articles of Association, the charity may invest monies of Women's Aid not immediately required for its own purposes in or upon such investments, securities or property as may be thought fit. The level of the charity's reserves is such that investment is limited to short term markets rather than any long term strategy, although other options continue to be explored. Over the past year we have continued to take a prudent view in terms of the security of the charity's reserves rather than pursuing the highest return. The investment policy is being kept under review to take account of investment opportunities whilst maintaining a low-risk strategy.

Reserves

The total balance of funds at 31st March 2018 amounts to £1,542,263 (2017: £1,686,964). This includes restricted funds of £1,101,797 (2017: £1,183,969). The balance of unrestricted funds at 31st March 2018 was £440,466 (2017: £502,995). Of these unrestricted funds, free reserves (calculated as total unrestricted funds, less designated funds and tangible fixed assets) amounted to £432,787 (2017: £482,995).

The Board of Trustees considers that the state of the charity's affairs is satisfactory, and that the charitable company is well situated to carry out its objectives in the future.

Reserves policy

The reserves policy has been reviewed and updated during this financial year.

The Trustees recognise that the charity serves many beneficiaries with an ongoing need and as such the organisation's reserves policy has been set with the long term financial viability of the charity as a critical factor and within the context of the short-term nature of funding contracts.

Trustees have determined that free reserves should be set at an amount sufficient to support general running costs and unfunded project work for a period of 6 months.

The current level of free reserves of £432,787 would be sufficient to support general running costs and unfunded project work for five months (2017: four months) based on the approved budget for 2018/19 and secured grants and other income.

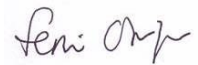
Women's Aid Federation of England

Trustees' Report

Disclosure of information to auditor

Each trustee has taken 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 Charity's auditor is aware of that information. The trustees confirm that there is no relevant information that they know of and of which they know the auditor is unaware.

The annual report was approved by the trustees of the Charity on 19th June 2018 and signed on its behalf by:



Femi Otitoju
Trustee



Jennifer Gerrard
Trustee

Women's Aid Federation of England

Statement of Trustees' Responsibilities

The trustees (who are also the directors of Women's Aid Federation of England for the purposes of company law) are responsible for preparing the Trustees' report and the financial statements in accordance with the United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

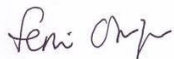
Company law requires the trustees to prepare financial statements for each financial year. Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Approved by the trustees of the Charity on 19th June 2018 and signed on its behalf by:



Femi Otitoju
Trustee



Jennifer Gerrard
Trustee

Women's Aid Federation of England

Independent Auditors' Report to the Members of Women's Aid Federation of England

Opinion

We have audited the financial statements of Women's Aid Federation of England (the 'Charitable Company') for the year ended 31 March 2018, which comprise the Statement of Financial Activates, Balance Sheet, Statement of Cash Flows and Notes to the Financial Statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is United Kingdom Accounting Standards, comprising Charities SORP - FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and applicable law (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 2018 and of its results 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 charitable company 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

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the Trustees use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the Trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the charitable company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Other information

The Trustees are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. 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.

Women's Aid Federation of England

Independent Auditors' Report to the Members of Women's Aid Federation of England

In connection with our audit of the financial statements, 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 audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. 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.

Opinion on other matters prescribed by the Companies Act 2006

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

- the information given in the Trustees' Report (incorporating the Directors' Report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Trustees' Report (incorporating the Directors' Report) has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of our knowledge and understanding of the company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Report.

We have nothing to report in respect of the following matters where 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.

Responsibilities of Trustees

As explained more fully in the Trustees' Responsibilities, (set out on page 34), the Trustees (who are also directors of the charitable company for the purposes 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 charitable company'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.

Women's Aid Federation of England

Independent Auditors' Report to the Members of Women's Aid Federation of England

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.

As part of an audit in accordance with ISAs (UK), we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the charitable company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Trustees.
- Conclude on the appropriateness of the Trustees use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charitable company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the charitable company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the charitable company to express an opinion on the financial statements. We are responsible for the direction, supervision and performance of the charitable company's audit. We remain solely responsible for our audit opinion.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Women's Aid Federation of England

Independent Auditors' Report to the Members of Women's Aid Federation of England

This report is made solely to the charitable company's Trustees, 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 trustees 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 its trustees as a body, for our audit work, for this report, or for the opinions we have formed.



David Jacobs (Senior Statutory Auditor)
For and on behalf of Milsted Langdon LLP, Statutory Auditor

Freshford House
Redcliffe Way
Bristol
BS1 6NL

Date: 27/6/18

Women's Aid Federation of England

Statement of Financial Activities for the Year Ended 31 March 2018 (Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

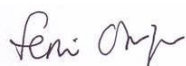
| | Note | Unrestricted funds £ | Restricted funds £ | Total 2018 £ | Total 2017 £ |
|------------------------------------|------|----------------------------|--------------------------|--------------------|--------------------|
| Income and Endowments from: | | | | | |
| Donations and legacies | 2 | 832,800 | 103,786 | 936,586 | 685,919 |
| Charitable activities | 3 | 437,862 | 2,836,299 | 3,274,161 | 2,803,083 |
| Investment income | 4 | 713 | - | 713 | 3,145 |
| Total Income | | <u>1,271,375</u> | <u>2,940,085</u> | <u>4,211,460</u> | <u>3,492,147</u> |
| Expenditure on: | | | | | |
| Raising funds | 6 | (370,463) | - | (370,463) | (324,398) |
| Charitable activities | 7 | (931,635) | (3,054,063) | (3,985,698) | (3,476,195) |
| Total Expenditure | | <u>(1,302,098)</u> | <u>(3,054,063)</u> | <u>(4,356,161)</u> | <u>(3,800,593)</u> |
| Net expenditure | | (30,723) | (113,978) | (144,701) | (308,446) |
| Transfers between funds | | (31,806) | 31,806 | - | - |
| Net movement in funds | | (62,529) | (82,172) | (144,701) | (308,446) |
| Reconciliation of funds | | | | | |
| Total funds brought forward | | <u>502,995</u> | <u>1,183,969</u> | <u>1,686,964</u> | <u>1,995,410</u> |
| Total funds carried forward | 22 | <u>440,466</u> | <u>1,101,797</u> | <u>1,542,263</u> | <u>1,686,964</u> |

All of the Charity's activities derive from continuing operations during the above two periods.
The funds breakdown for 2017 is shown in note 22.

Women's Aid Federation of England
(Registration number: 03171880 (England and Wales))
Balance Sheet as at 31 March 2018

| | Note | 2018 £ | 2017 £ |
|---|------|------------------|------------------|
| Fixed assets | | | |
| Tangible assets | 14 | 7,679 | - |
| Current assets | | | |
| Stocks | 15 | 4,433 | 7,788 |
| Debtors | 16 | 288,389 | 388,248 |
| Cash at bank and in hand | | <u>1,430,897</u> | <u>1,557,774</u> |
| | | 1,723,719 | 1,953,810 |
| Creditors: Amounts falling due within one year | 17 | <u>(189,135)</u> | <u>(266,846)</u> |
| Net current assets | | <u>1,534,584</u> | <u>1,686,964</u> |
| Net assets | | <u>1,542,263</u> | <u>1,686,964</u> |
| Funds of the Charity: | | | |
| Restricted income funds | | 1,101,797 | 1,183,969 |
| Unrestricted income funds | | | |
| Unrestricted income funds | | <u>440,466</u> | <u>502,995</u> |
| Total funds | 22 | <u>1,542,263</u> | <u>1,686,964</u> |

The financial statements on pages 39 to 64 were approved by the trustees, and authorised for issue on 19th June 2018 and signed on their behalf by:



Femi Otitoju
Trustee



Jennifer Gerrard
Trustee

Women's Aid Federation of England

Statement of Cash Flows for the Year Ended 31 March 2018

| | Note | 2018 £ | 2017 £ |
|--|------|------------------|------------------|
| Cash flows from operating activities | | | |
| Net cash expenditure | | (144,701) | (308,446) |
| Adjustments to cash flows from non-cash items | | | |
| Depreciation | 6 | 3,199 | - |
| | | (141,502) | (308,446) |
| Working capital adjustments | | | |
| Decrease in stocks | 15 | 3,355 | 5,310 |
| Decrease in debtors | 16 | 99,859 | 1,127,067 |
| (Decrease)/increase in creditors | 17 | (77,711) | 121,353 |
| Net cash flows from operating activities | | (115,999) | 945,284 |
| Cash flows from investing activities | | | |
| Purchase of tangible fixed assets | 14 | (10,878) | - |
| Net (decrease)/increase in cash and cash equivalents | | (126,877) | 945,284 |
| Cash and cash equivalents at 1 April | | 1,557,774 | 612,490 |
| Cash and cash equivalents at 31 March | | <u>1,430,897</u> | <u>1,557,774</u> |

All of the cash flows are derived from continuing operations during the above two periods.

Women's Aid Federation of England

Notes to the Financial Statements for the Year Ended 31 March 2018

1 Accounting policies

Summary of significant accounting policies and key accounting estimates

The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

Statement of compliance

The financial statements have been prepared in accordance with 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 2015) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Basis of preparation

Women's Aid Federation of England meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

Going concern

The trustees consider that there are no material uncertainties about the Charity's ability to continue as a going concern nor any significant areas of uncertainty that affect the carrying value of assets held by the charity.

Income and endowments

All income is recognised once the Charity has entitlement to the income, it is probable that the income will be received and the amount of the income receivable can be measured reliably.

Donations and legacies

Donations are recognised when the Charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance by the Charity before the Charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the Charity and it is probable that these conditions will be fulfilled in the reporting period.

Legacy gifts are recognised on a case by case basis following the grant of probate when the administrator/executor for the estate has communicated in writing both the amount and settlement date. In the event that the gift is in the form of an asset other than cash or a financial asset traded on a recognised stock exchange, recognition is subject to the value of the gift being reliably measurable with a degree of reasonable accuracy and the title to the asset having been transferred to the Charity.

Deferred income

Deferred income represents amounts received for future periods and is released to incoming resources in the period for which, it has been received. Such income is only deferred when:

- The donor specifies that the grant or donation must only be used in future accounting periods; or
- The donor has imposed conditions which must be met before the Charity has unconditional entitlement.

Women's Aid Federation of England

Notes to the Financial Statements for the Year Ended 31 March 2018

Donated services and facilities

Where services or facilities are provided to the Charity as a donation that would normally be purchased from our suppliers, this benefit is included in the financial statements at its fair value unless its fair value cannot be reliably measured, then at the cost to the donor or the resale value of goods that are to be sold.

Expenditure

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

Raising funds

These are costs incurred in attracting voluntary income, the management of investments and those incurred in trading activities that raise funds.

Charitable activities

Charitable expenditure comprises those costs incurred by the Charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Support costs

Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, for example, allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by their usage. The apportionment of support costs is as follows:

Cost of generating funds 9%
Charitable activities 91%

Governance costs

These include the costs attributable to the Charity's compliance with constitutional and statutory requirements, including audit, strategic management and Trustee's meetings and reimbursed expenses.

Taxation

The Charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the Charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Tangible fixed assets

Fixed assets are initially recorded at cost, less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

Women's Aid Federation of England

Notes to the Financial Statements for the Year Ended 31 March 2018

Depreciation and amortisation

Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

| Asset class | Depreciation method and rate |
|----------------------|-----------------------------------|
| Office refurbishment | 17 months straight line basis |
| Equipment | 25% and 33.3% straight line basis |

Stock

Stock is valued at the lower of cost and estimated selling price less costs to complete and sell, after due regard for obsolete and slow moving stocks. Cost is determined using the first-in, first-out (FIFO).

Trade debtors

Trade debtors are amounts due from customers for merchandise sold or services performed in the ordinary course of business.

Trade debtors are recognised initially at the transaction price. They are subsequently measured at amortised cost using the effective interest method, less provision for impairment. A provision for the impairment of trade debtors is established when there is objective evidence that the Charity will not be able to collect all amounts due according to the original terms of the receivables.

Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

Trade creditors

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as current liabilities if the Charity does not have an unconditional right, at the end of the reporting period, to defer settlement of the creditor for at least twelve months after the reporting date. If there is an unconditional right to defer settlement for at least twelve months after the reporting date, they are presented as non-current liabilities.

Trade creditors are recognised initially at the transaction price and subsequently measured at amortised cost using the effective interest method.

Foreign exchange

Transactions in foreign currencies are recorded at the rate of exchange at the date of the transaction. Monetary assets and liabilities denominated in foreign currencies at the balance sheet date are reported at the rates of exchange prevailing at that date.

Fund structure

Unrestricted income funds are general funds that are available for use at the trustee's discretion in furtherance of the objectives of the Charity.

Designated funds are unrestricted resources set aside for specific purposes at the discretion of the trustees.

Restricted income funds are those donated for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

Women's Aid Federation of England

Notes to the Financial Statements for the Year Ended 31 March 2018

Hire purchase and finance leases

Leases in which substantially all the risks and rewards of ownership are retained by the lessor are classified as operating leases. Rentals payable under operating leases are charged in the Statement of Financial Activities on a straight line basis over the lease term.

Pensions and other post retirement obligations

A defined contribution plan is a pension plan under which fixed contributions are paid into a pension fund and the Company has no legal or constructive obligation to pay further contributions even if the fund does not hold sufficient assets to pay all employees the benefits relating to employee service in the current and prior periods.

Contributions to defined contribution plans are recognised as employee benefit expense when they are due. If contribution payments exceed the contribution due for service, the excess is recognised as a prepayment.

Financial instruments

Classification

Financial assets and financial liabilities are recognised when the charity becomes a party to the contractual provisions of the instrument.

Financial liabilities and equity instruments are classified according to the substance of the contractual arrangements entered into. An equity instrument is any contract that evidences a residual interest in the assets of the Charity after deducting all of its liabilities.

Recognition and measurement

All financial assets and liabilities are initially measured at transaction price (including transaction costs), except for those financial assets classified as at fair value through profit or loss, which are initially measured at fair value (which is normally the transaction price excluding transaction costs), unless the arrangement constitutes a financing transaction. If an arrangement constitutes a financing transaction, the financial asset or financial liability is measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Financial assets and liabilities are only offset in the statement of financial position when, and only when there exists a legally enforceable right to set off the recognised amounts and the Charity intends either to settle on a net basis, or to realise the asset and settle the liability simultaneously.

Financial assets are derecognised when and only when a) the contractual rights to the cash flows from the financial asset expire or are settled, b) the Charity transfers to another party substantially all of the risks and rewards of ownership of the financial asset, or c) the Charity, despite having retained some, but not all, significant risks and rewards of ownership, has transferred control of the asset to another party.

Financial liabilities are derecognised only when the obligation specified in the contract is discharged, cancelled or expires.

Women's Aid Federation of England

Notes to the Financial Statements for the Year Ended 31 March 2018

2 Income from donations and legacies

| | Unrestricted funds | Restricted funds | Total 2018 | Total 2017 |
|---------------------------------|-----------------------|---------------------|----------------|----------------|
| | General £ | £ | £ | £ |
| Donations and legacies; | | | | |
| Donations from individuals | 614,662 | 40,020 | 654,682 | 487,784 |
| Legacies | 117,633 | - | 117,633 | 68,695 |
| Donated services and facilities | 100,505 | 63,766 | 164,271 | 129,440 |
| | <u>832,800</u> | <u>103,786</u> | <u>936,586</u> | <u>685,919</u> |

Legacy income has been accrued where the Charity has been notified that it is entitled to a reasonable estimate of monies. However, the timing of these monies is uncertain as the legacies are subject to the realisation of assets within the legacy estate, which from past experience can take more than a year to be realised.

In addition to the generous financial support received from all our supporters over the last 12 months, we would also like to extend our gratitude to those individuals and organisations who donated products and services to Women's Aid and in particular Freshfields for legal support, research, conference facilities and a range of other services.

In the year ended 31 March 2017 there was £569,574 attributable to Unrestricted funds and £116,345 attributable to Restricted funds of the total £685,919 of Income from donations and legacies.

Women's Aid Federation of England

Notes to the Financial Statements for the Year Ended 31 March 2018

3 Income from charitable activities

| | Unrestricted funds | Restricted funds | Total 2018 | Total 2017 |
|--|-----------------------|---------------------|------------------|------------------|
| | General £ | £ | £ | £ |
| Home Office | - | 265,849 | 265,849 | 270,000 |
| Avon Cosmetics UK Ltd | - | 77,650 | 77,650 | 58,384 |
| Comic Relief | - | 147,080 | 147,080 | 97,920 |
| Esmee Fairbairn Foundation | 50,000 | - | 50,000 | 50,000 |
| Department for Communities and Local Government | - | 326,956 | 326,956 | 281,000 |
| London Councils | - | 314,922 | 314,922 | 250,038 |
| Lloyds Bank Foundation | - | 397,947 | 397,947 | 324,563 |
| The Roddick Foundation | - | 78,789 | 78,789 | 77,991 |
| Lankelly Chase Foundation | - | - | - | 9,597 |
| Big Lottery Fund | - | 961,390 | 961,390 | 778,590 |
| The Henry Smith Trust | - | 35,000 | 35,000 | - |
| Waltham Forest | - | 32,756 | 32,756 | - |
| Freshfields Bruckhaus Deringer | - | - | - | 9,988 |
| Resourcing Group | - | - | - | 4,000 |
| The Sylvia Adams Charitable Trust | - | 50,000 | 50,000 | 50,000 |
| MOPAC | - | - | - | 19,000 |
| The City Bridge Trust | - | 49,000 | 49,000 | 50,000 |
| Other small grants & contracts | 16,450 | 34,038 | 50,488 | 41,655 |
| Primary purpose trading | 361,412 | 37,782 | 399,194 | 430,357 |
| Queen Mary University London | - | 10,000 | 10,000 | - |
| Sarah Charlton Foundation | - | 17,140 | 17,140 | - |
| The David Family Foundation | 10,000 | - | 10,000 | - |
| | <u>437,862</u> | <u>2,836,299</u> | <u>3,274,161</u> | <u>2,803,083</u> |

In the year ended 31 March 2017 there was £482,585 attributable to Unrestricted funds and £2,320,498 attributable to Restricted funds of the total £2,803,083 of Income from charitable activities.

Women's Aid Federation of England

Notes to the Financial Statements for the Year Ended 31 March 2018

4 Investment income

| | Unrestricted funds | Total 2018 | Total 2017 |
|-------------------------|-----------------------|---------------|---------------|
| | General | | |
| | £ | £ | £ |
| Other investment income | 713 | 713 | 3,145 |

In the year ended 31 March 2017 there was £3,145 attributable to Unrestricted funds and £nil attributable to Restricted funds of the total £3,145 of Income from charitable activities.

5 Grants received and distributed

In accordance with Section 37 of the Local Government Act 1989, £106,724 of the grant from London Councils of £314,921 was used in respect of the period 1 April 2017 to 31 March 2018 towards the running costs and salaries of the free phone 24 hour national domestic violence helpline run in partnership with Refuge.

| | Women's Aid | Respect | Refuge | WGN | RASACS | 2018 | 2017 |
|-----------------|----------------|---------------------|---------------------|---------------------|---------------------|----------------|----------------|
| Cost Item | Lead Partner | Delivery Partner | Delivery Partner | Delivery Partner | Delivery Partner | Total | Total |
| | £ | £ | £ | £ | £ | £ | £ |
| Grant Allocated | 106,724 | 10,000 | 68,294 | 69,845 | 60,058 | 314,921 | 250,038 |
| Staff Costs | 64,264 | 7,630 | 50,727 | 47,202 | 40,379 | 210,202 | 181,063 |
| Other Costs | 42,460 | 2,370 | 17,567 | 22,643 | 19,679 | 104,719 | 68,975 |
| | 106,724 | 10,000 | 68,294 | 69,845 | 60,058 | 314,921 | 250,038 |

Women's Aid Federation of England

Notes to the Financial Statements for the Year Ended 31 March 2018

6 Expenditure on raising funds

a) Costs of generating donations and legacies

| | Note | Unrestricted funds General £ | Total 2018 £ | Total 2017 £ |
|--|---------------------|---------------------------------------|--------------------|--------------------|
| Employment costs | | 201,720 | 201,720 | 187,734 |
| Production of resources | | 8,579 | 8,579 | 13,864 |
| Premises and office costs | | 17,494 | 17,494 | 25,157 |
| Training, conference & events | | 43,233 | 43,233 | 6,813 |
| Other costs | | 12,768 | 12,768 | 16,423 |
| Promotion & advertising | | 10,937 | 10,937 | 27,928 |
| Consultancy | | 29,514 | 29,514 | 12,671 |
| Allocated support costs | 8 | 46,218 | 46,218 | 33,808 |
| | | <u>370,463</u> | <u>370,463</u> | <u>324,398</u> |
| | | Allocated support costs | Total | Total |
| | Direct costs | (note 8) | 2018 | 2017 |
| | £ | £ | £ | £ |
| Costs of generating donations and legacies | <u>324,245</u> | <u>46,218</u> | <u>370,463</u> | <u>324,398</u> |

In the year ended 31 March 2017 there was £324,398 attributable to Unrestricted funds and £nil attributable to Restricted funds of the total £324,398 of Expenditure on raising funds.

Women's Aid Federation of England

Notes to the Financial Statements for the Year Ended 31 March 2018

7 Expenditure on charitable activities

| | Activity undertaken directly £ | Grant funding of activity £ | Activity support costs (note 8) £ | Total 2018 £ | Total 2017 £ |
|---------------------------------------|---|-----------------------------------|--|--------------------|--------------------|
| Grants | - | 752,204 | - | 752,204 | 592,401 |
| Employment costs | 1,888,019 | - | 323,009 | 2,211,028 | 1,888,813 |
| Production of resources | 17,514 | - | 71 | 17,585 | 12,619 |
| Premises and office costs | 197,490 | - | 21,739 | 219,229 | 212,382 |
| Helpline operating costs | 28,739 | - | - | 28,739 | 30,240 |
| Training, conference and events | 159,658 | - | 766 | 160,424 | 105,333 |
| Other costs | 165,167 | - | 15,342 | 180,509 | 140,082 |
| Donated services & facilities | 97,809 | - | 60,744 | 158,553 | 128,510 |
| Promotion & advertising | 9,453 | - | - | 9,453 | 45,676 |
| Audit & accountancy costs | 5,832 | - | - | 5,832 | 4,620 |
| Consultancy | 122,825 | - | 66,413 | 189,238 | 258,229 |
| Depreciation | - | - | 2,923 | 2,923 | - |
| Governance costs | - | - | 49,981 | 49,981 | 57,290 |
| | <u>2,692,506</u> | <u>752,204</u> | <u>540,988</u> | <u>3,985,698</u> | <u>3,476,195</u> |

£931,635 (2017 - £840,221) of the above expenditure was attributable to unrestricted funds and £3,054,063 (2017 - £2,635,974) to restricted funds.

Included within the expenditure analysed above are governance costs of £49,981 (2017 - £57,290) which relate directly to charitable activities. See **note 8** for further details.

Women's Aid Federation of England

Notes to the Financial Statements for the Year Ended 31 March 2018

Donated services & facilities expenditure during the year totals £164,271 (2017 - £129,440). £5,718 (2017 - £930) of this balance relates to support costs allocated to costs of generating donations and legacies within note 6.

| | 2018 | 2017 |
|---|----------------|----------------|
| | £ | £ |
| Freshfields - Policy support (legal pro-bono) | 140,039 | 104,320 |
| Freshfields - Non legal pro-bono | - | - |
| Freshfields - Rooms & conferences | - | 2,420 |
| Google Adwords | 22,932 | 17,450 |
| Deloitte - Policy support (legal pro-bono) | - | 5,250 |
| Tandem support website development | - | - |
| Mediacom | 1,000 | - |
| ECORYS | 300 | - |
| | <u>164,271</u> | <u>129,440</u> |

Women's Aid Federation of England

Notes to the Financial Statements for the Year Ended 31 March 2018

8 Analysis of governance and support costs

Support costs allocated to raising funds

| | | Staff costs £ | Administration costs £ | Premises costs including depreciation £ | Other support costs £ | Total 2018 £ | Total 2017 £ |
|--|---|------------------|------------------------------|--|-----------------------------|--------------------|--------------------|
| Costs of generating donations and legacies | A | <u>30,404</u> | <u>6,605</u> | <u>2,046</u> | <u>7,163</u> | <u>46,218</u> | <u>33,808</u> |

Support costs allocated to charitable activities

| | | Governance costs £ | Staff costs £ | Administration costs £ | Premises costs including depreciation £ | Other support costs £ | Total 2018 £ | Total 2017 £ |
|-----------------------|---|--------------------------|------------------|------------------------------|--|-----------------------------|--------------------|--------------------|
| Charitable activities | A | <u>49,981</u> | <u>323,009</u> | <u>70,173</u> | <u>21,738</u> | <u>76,087</u> | <u>540,988</u> | <u>413,605</u> |

Basis of allocation

Reference

Method of allocation

A Support costs are apportioned across the main activities of the charity on the basis of total staff time spent on each of these during the year.

Women's Aid Federation of England

Notes to the Financial Statements for the Year Ended 31 March 2018

Governance costs

| | Unrestricted funds | Total 2018 | Total 2017 |
|-----------------------------------|-----------------------|---------------|---------------|
| | General | 2018 | 2017 |
| | £ | £ | £ |
| Staff costs | | | |
| Wages and salaries | 22,558 | 22,558 | 21,915 |
| Audit fees | | | |
| Audit of the financial statements | 9,900 | 9,900 | 9,500 |
| Other fees paid to auditors | 2,172 | 2,172 | 4,899 |
| Premises and office costs | 1,518 | 1,518 | 359 |
| Other governance costs | 13,833 | 13,833 | 20,617 |
| | 49,981 | 49,981 | 57,290 |
| | 49,981 | 49,981 | 57,290 |

9 Net incoming/outgoing resources

Net outgoing resources for the year include:

| | 2018 | 2017 |
|----------------------------------|-------|-------|
| | £ | £ |
| Audit fees | 9,900 | 9,500 |
| Audit-related assurance services | 5,832 | 4,620 |
| Other non-audit services | 2,172 | 4,899 |
| Depreciation of fixed assets | 3,199 | - |
| | 3,199 | - |
| | 3,199 | - |

10 Trustees remuneration and expenses

No trustees, nor any persons connected with them, have received any remuneration from the charity during the year.

During the year Trustees were reimbursed expenses of £5,517 (2017 - £6,943). Trustees' expenses represents the reimbursement of travel costs to 5 (2017 - 8) members relating to attendance at meetings of Trustees.

During the year £935 (2017 - £838) was paid in respect of Trustees' indemnity insurance.

11 Staff costs

The aggregate payroll costs were as follows:

| | 2018 | 2017 |
|--|-----------|-----------|
| | £ | £ |
| Staff costs during the year were: | | |
| Wages and salaries | 2,145,310 | 1,677,785 |
| Social security costs | 202,832 | 146,370 |
| Pension costs | 138,427 | 116,327 |
| | 2,486,569 | 1,940,482 |
| | 2,486,569 | 1,940,482 |

Women's Aid Federation of England

Notes to the Financial Statements for the Year Ended 31 March 2018

The monthly average number of persons (including senior management team) employed by the Charity during the year was as follows:

| | 2018 | 2017 |
|-----------------------|-------------|-------------|
| | No | No |
| Fundraising | 8 | 7 |
| Support | 10 | 10 |
| Charitable activities | <u>77</u> | <u>67</u> |
| | <u>95</u> | <u>84</u> |

Contributions to the employee pension schemes for the year totalled £138,427 (2017 - £116,327).

The number of employees whose emoluments fell within the following bands was:

| | 2018 | 2017 |
|-------------------|-------------|-------------|
| | No | No |
| £80,001 - £90,000 | <u>1</u> | <u>1</u> |

The total employee benefits of the key management personnel of the Charity were £250,869 (2017 - £252,226).

12 Auditors' remuneration

| | 2018 | 2017 |
|-----------------------------------|--------------|--------------|
| | £ | £ |
| Audit of the financial statements | <u>9,900</u> | <u>9,500</u> |
| Other fees to auditors | | |
| Audit-related assurance services | 5,832 | 4,620 |
| All other non-audit services | <u>2,172</u> | <u>4,899</u> |
| | <u>8,004</u> | <u>9,519</u> |

13 Taxation

The Charity is a registered charity and is therefore exempt from taxation.

Women's Aid Federation of England

Notes to the Financial Statements for the Year Ended 31 March 2018

14 Tangible fixed assets

| | Office refurbishment £ | Total £ |
|-----------------------|---------------------------------------|---------------------|
| Cost | | |
| Additions | 10,878 | 10,878 |
| At 31 March 2018 | <u>10,878</u> | <u>10,878</u> |
| Depreciation | | |
| Charge for the year | 3,199 | 3,199 |
| At 31 March 2018 | <u>3,199</u> | <u>3,199</u> |
| Net book value | | |
| At 31 March 2018 | <u><u>7,679</u></u> | <u><u>7,679</u></u> |

15 Stock

| | 2018 £ | 2017 £ |
|--------|-------------------|-------------------|
| Stocks | <u>4,433</u> | <u>7,788</u> |

Stocks held at the year end include leaflets, publications, t-shirts and other branded accessories.

16 Debtors

| | 2018 £ | 2017 £ |
|---------------------------|-----------------------|-----------------------|
| Trade debtors | 90,170 | 113,499 |
| Tax on Gift Aid donations | 14,834 | 7,292 |
| Prepayments | 47,881 | 49,033 |
| Accrued income | 36,671 | 7,276 |
| Other debtors | 4,248 | 11,515 |
| Grants due at year end | <u>94,585</u> | <u>199,633</u> |
| | <u><u>288,389</u></u> | <u><u>388,248</u></u> |

Women's Aid Federation of England

Notes to the Financial Statements for the Year Ended 31 March 2018

17 Creditors: amounts falling due within one year

| | 2018 | 2017 |
|------------------------------------|----------------|----------------|
| | £ | £ |
| Trade creditors | 141,194 | 139,983 |
| Other taxation and social security | 2,551 | 6,845 |
| Other creditors | 13,866 | 9,972 |
| Grants owed at year end | - | 42,643 |
| Accruals | 22,095 | 17,081 |
| Deferred income | 9,429 | 50,322 |
| | <u>189,135</u> | <u>266,846</u> |

| | 2018 | £ |
|--|-------------|----------|
| Deferred income at 1 April 2017 | | 50,322 |
| Resources deferred in the period | | 9,429 |
| Amounts released from previous periods | | (50,322) |
| Deferred income at 31 March 2018 | | 9,429 |

Deferred income comprises subscription, membership and training fees paid in advance.

18 Obligations under leases and hire purchase contracts

Operating lease commitments

Total future minimum lease payments under non-cancellable operating leases are as follows:

| | 2018 | 2017 |
|----------------------------|----------------|----------------|
| | £ | £ |
| Land and buildings | | |
| Within one year | 16,000 | - |
| Between one and five years | 117,912 | 208,725 |
| After five years | 89,194 | - |
| | <u>223,106</u> | <u>208,725</u> |
| Other | | |
| Within one year | - | 2,743 |
| Between one and five years | - | 40,511 |
| After five years | 46,855 | - |
| | <u>46,855</u> | <u>43,254</u> |

Women's Aid Federation of England

Notes to the Financial Statements for the Year Ended 31 March 2018

19 Pension and other schemes

Defined contribution pension scheme

The Charity operates a defined contribution pension scheme. The pension cost charge for the year represents contributions payable by the Charity to the scheme and amounted to £138,427 (2017 - £116,327).

Staff members are automatically enrolled in the pension scheme after three months service.

20 Charity status

The Charity is a Charity limited by guarantee and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £1 towards the assets of the Charity in the event of liquidation.

21 Contingent assets

In March 2018 Women's Aid was offered a grant of £1,509,850 Tampon Tax Funding from the Department for Digital, Culture, Media & Sports for development of 'Ask Me' across four nations by 2020 in partnership with Women's Aid Wales, Scotland and Northern Ireland.

The terms and schedule of the grant contract were being finalised as at 31st March 2018 and subsequently the income has not been accrued within the balance sheet at the year end.

The total value of contingent assets is £1,509,850 including partner income.

Women's Aid Federation of England

Notes to the Financial Statements for the Year Ended 31 March 2018

22 Funds

| | Balance at 1 April 2017 £ | Incoming resources £ | Resources expended £ | Transfers £ | Balance at 31 March 2018 £ |
|---|------------------------------------|----------------------------|----------------------------|-----------------|-------------------------------------|
| Unrestricted funds | | | | | |
| <i>Unrestricted general funds</i> | | | | | |
| General fund | 482,995 | 1,271,375 | (1,302,098) | (11,806) | 440,466 |
| <i>Unrestricted designated funds</i> | | | | | |
| Designated Femicide Census fund | <u>20,000</u> | <u>-</u> | <u>-</u> | <u>(20,000)</u> | <u>-</u> |
| Total unrestricted funds | <u>502,995</u> | <u>1,271,375</u> | <u>(1,302,098)</u> | <u>(31,806)</u> | <u>440,466</u> |
| Restricted funds | | | | | |
| Femicide Census | 24,042 | 93,864 | (84,058) | 20,000 | 53,848 |
| Campaigning & Participation | 14,110 | 78,789 | (71,602) | - | 21,297 |
| Change That Lasts - BLF funded pilots | 203,970 | 961,390 | (739,737) | - | 425,623 |
| Change That Lasts - Sooner The Better/Ask Me | 127,007 | 47,080 | (144,865) | (8,000) | 21,222 |
| Change That Lasts - Sooner The Better/Trusted Professional | 631,225 | 5,893 | (313,586) | - | 323,532 |
| Change That Lasts - Business Development | - | 49,000 | (28,159) | 15,359 | 36,200 |
| Change That Lasts - Police Transformation Fund Perpetrator Work | - | 15,849 | (14,478) | - | 1,371 |
| Change That Lasts - Ask Me' Pilot - (Waltham Forest) | - | 32,756 | (11,336) | - | 21,420 |
| Children & Young people's programme | 34,700 | 67,115 | (58,614) | - | 43,201 |
| National Domestic Violence Helpline | 36,938 | 648,863 | (620,592) | (17,817) | 47,392 |
| Routes to Support | 25,497 | 165,954 | (186,878) | 17,817 | 22,390 |
| Research on Track | - | 88,936 | (64,285) | 8,000 | 32,651 |
| Capacity Building Project | 35,721 | 385,873 | (405,441) | - | 16,153 |
| Survivors' Forum | 45,381 | 40,097 | (79,145) | - | 6,333 |
| Survivors Participation Panels | 5,378 | - | (1,825) | (3,553) | - |
| No Woman Turned Away | - | 173,956 | (173,956) | - | - |
| QMUL | - | 10,000 | (5,506) | - | 4,494 |
| DVA Bill (Lloyds) | - | 24,670 | - | - | 24,670 |
| Tech for Good | - | 50,000 | (50,000) | - | - |
| Total restricted funds | <u>1,183,969</u> | <u>2,940,085</u> | <u>(3,054,063)</u> | <u>31,806</u> | <u>1,101,797</u> |
| Total funds | <u>1,686,964</u> | <u>4,211,460</u> | <u>(4,356,161)</u> | <u>-</u> | <u>1,542,263</u> |

Women's Aid Federation of England

Notes to the Financial Statements for the Year Ended 31 March 2018

Additional contributions towards the cost of these activities were made from Women's Aid's Unrestricted Funds as follows:

| | |
|---|---------|
| National Learning & Development Centre | 268,295 |
| Policy Development | 74,398 |
| Public Awareness | 322,090 |

Women's Aid Federation of England

Notes to the Financial Statements for the Year Ended 31 March 2018

| | Balance at 1 April 2016 £ | Incoming resources £ | Resources expended £ | Transfers £ | Balance at 31 March 2017 £ |
|--|---------------------------------|----------------------------|----------------------------|-----------------|-------------------------------------|
| Unrestricted funds | | | | | |
| <i>Unrestricted general funds</i> | | | | | |
| General fund | 481,270 | 1,055,304 | (1,164,619) | 111,040 | 482,995 |
| <i>Unrestricted designated funds</i> | | | | | |
| Designated fundraising investment fund | 90,000 | - | - | (90,000) | - |
| Designated Femicide Census fund | - | - | - | 20,000 | 20,000 |
| | <u>90,000</u> | <u>-</u> | <u>-</u> | <u>(70,000)</u> | <u>20,000</u> |
| Total unrestricted funds | <u>571,270</u> | <u>1,055,304</u> | <u>(1,164,619)</u> | <u>41,040</u> | <u>502,995</u> |
| Restricted funds | | | | | |
| Femicide Census | - | 120,154 | (96,112) | - | 24,042 |
| Campaigning & Participation | 11,140 | 77,991 | (75,021) | - | 14,110 |
| Change That Lasts - Initial Research pilots | 6,250 | 9,597 | (15,847) | - | - |
| Change That Lasts - PHE funded pilots | 28,774 | - | (28,774) | - | - |
| Change That Lasts - BLF funded pilots | - | 778,590 | (574,620) | - | 203,970 |
| Change That Lasts - Sooner The Better/Ask Me | 195,339 | 47,920 | (116,252) | - | 127,007 |
| Change That Lasts - Sooner The Better/Trusted Professional | 804,661 | - | (173,436) | - | 631,225 |
| Older Women | 9,694 | - | (136) | (9,558) | - |
| Children & Young people's programme | 47,970 | 50,000 | (63,270) | - | 34,700 |
| Research On Track | - | 68,911 | (70,663) | 1,752 | - |
| National Domestic Violence Helpline | 26,824 | 567,487 | (555,908) | (1,465) | 36,938 |
| Routes to Support | 23,993 | 187,099 | (153,826) | (31,769) | 25,497 |
| Capacity Building Project | 56,109 | 325,844 | (346,232) | - | 35,721 |
| Survivors' Forum | 127,320 | 2,000 | (83,939) | - | 45,381 |
| Survivors Participation Panels | 12,766 | 1,250 | (8,638) | - | 5,378 |
| No Woman Turned Away | 73,300 | 131,000 | (204,300) | - | - |
| Social Investment Project | - | 69,000 | (69,000) | - | - |
| Total restricted funds | <u>1,424,140</u> | <u>2,436,843</u> | <u>(2,635,974)</u> | <u>(41,040)</u> | <u>1,183,969</u> |
| Total funds | <u>1,995,410</u> | <u>3,492,147</u> | <u>(3,800,593)</u> | <u>-</u> | <u>1,686,964</u> |

Women's Aid Federation of England

Notes to the Financial Statements for the Year Ended 31 March 2018

PURPOSES OF UNRESTRICTED FUNDS

General funds

The 'free reserves' after allowing for all designated funds.

Designated Femicide Census fund

Designated fund for Femicide Census in 17/18 as approved by the Board of Trustees.

PURPOSES OF RESTRICTED FUNDS

Children & Young People's Programme (CYP)

CYP policy and practice support, funded by ICAP and Sylvia Adams Trust

National Domestic Violence Helpline

Providing 24 hour access to help and support through the joint freephone 24 hour National Domestic Violence Helpline run in partnership between Women's Aid and Refuge.

UKRefugesOnline (Routes To Support)

Co-ordinating and delivering a unique on-line vacancy and information system for access to refuge and outreach services in partnership with the UK-wide network of refuge and outreach services.

Sustaining Specialist Services (Capacity Building Project , Women's Aid and Imkaan)

The project's aims are to maintain the national network of specialist services for domestic and sexual violence, reverse the impact of negative commissioning practices impacting on the survival and quality of these services and support improvement in the quality of these services.

Survivors' Forum

Hosting and facilitating a message board for survivors of domestic and sexual violence.

Change that Lasts

Change That Lasts (CTL) is a strategic programme piloting our strengths and needs-led approach within different settings with a range of funding and operational partners. Projects include BLF funded pilots of CTL, Home Office funding of 'Sooner The Better' and its 'Trusted Professional ' scheme, and piloting the 'Ask Me' scheme with Welsh Women's Aid funded by Comic Relief and the Home Office.

Additional funds received in 1718 include:

Police Transformation Fund for work with perpetrators; Waltham Forest Council for 'Ask Me' pilots.

Campaigning & Participation

Campaigns to improve the protection of survivors and children.

No Woman Turned Away

Improving access to refuge provision and gathering & using data to inform funding decisions.

Women's Aid Federation of England

Notes to the Financial Statements for the Year Ended 31 March 2018

Femicide Census

To improve policy by researching, analysing and sharing information on women killed by intimate partners & former partners.

Survivors Participation Panel

An initiative engaging survivor's expertise in shaping policy and practice funded by The Women's Foundation.

Social Investment Project

A project to develop our understanding of social investment as a tool to deliver Change that Lasts across the country, evidencing service value and impact and preserving the unique, national network of specialist support to survivors of domestic abuse

Research On Track

Women's Aid's case management and outcomes monitoring system: a national framework to produce powerful data around domestic abuse and support services.

Tech for Good

A digital research and support initiative for young survivors of domestic abuse, funded by Comic Relief.

QMUL (Queen Mary University of London)

Joint research project.

Domestic Violence & Abuse Bill

To engage in the development of the Domestic Violence & Abuse bill, and coordinate the sector in working together to influence the bill. influencing it.

The transfers between funds were as follows:

- £11,000 transferred from the Routes to Support project to the National Domestic Violence Helpline to fund the cost of daily vacancy monitoring carried out by Helpline staff.
- £28,817 transferred from the National Domestic Violence Helpline to Routes to Support for development and maintenance of Routes to Support received from London Councils.
- £8000 transferred from Change that Lasts Ask Me Home Office funds, for Research and On Track system support.
- £15,359 from unrestricted funds for investment in research and new business development for the Change That Lasts programme.
- £20,000 designated in 1617 by the board for spend on the Femicide Census was transferred to the project in 1718.

Women's Aid Federation of England

Notes to the Financial Statements for the Year Ended 31 March 2018

23 Analysis of net assets between funds

| | Unrestricted funds | Restricted funds | Total funds |
|-------------------------|-------------------------------|-----------------------------|--------------------|
| | General funds | | |
| | £ | £ | £ |
| Tangible fixed assets | 7,679 | - | 7,679 |
| Current assets | 621,922 | 1,101,797 | 1,723,719 |
| Current liabilities | (189,135) | - | (189,135) |
| Total net assets | 440,466 | 1,101,797 | 1,542,263 |

24 Analysis of net funds

| | At 1 April 2017 | Cash flow | At 31 March 2018 |
|--------------------------|------------------------|------------------|-----------------------------|
| | £ | £ | £ |
| Cash at bank and in hand | 1,557,774 | (126,877) | 1,430,897 |
| Net debt | 1,557,774 | (126,877) | 1,430,897 |

25 Related party transactions

Related parties

Women's Aid worked in partnership with Refuge to deliver the Freephone 24 Hour National Domestic Violence Helpline service; Refuge is also a member of organisation of Women's Aid. In addition to Refuge, Women's Aid worked in partnership with the Rape and Sexual Abuse Support Centre and the Women and Girls Network to deliver Domestic and Sexual Violence Helpline Services to London.

Five Trustees hold senior positions with member services where there is a small possibility of "Conflict of Interest" and to avoid this the Board ensures the Women's Aid Conflict of Interest Policy is followed at all times.

The Board of Trustees were drawn from member organisations running services to address violence against women and children. These organisations received a small honorarium in recognition of their support for the work of the Board of Trustees. Payments were made to the following organisations:

Women's Aid Federation of England

Notes to the Financial Statements for the Year Ended 31 March 2018

| | 2018 | 2017 |
|---------------------------|-------------|-------------|
| | £ | £ |
| Staying Put | 650 | 950 |
| Staffordshire Women's Aid | - | 200 |
| Solace Women's Aid | - | 1,150 |
| Rise | - | 800 |
| My Sister Place | 900 | 1,300 |
| Leeds Women's Aid | 950 | - |
| | 2,450 | 4,400 |
| | 2,450 | 4,400 |

Reimbursement of expenses was made to the following organisations on behalf of Board Members:

| | 2018 | 2017 |
|---------------------------|-------------|-------------|
| | £ | £ |
| Staffordshire Women's Aid | - | 264 |
| My Sister's Place | 1,543 | 319 |
| Staying Put | 695 | 842 |
| Rise | - | 267 |
| The Haven Wolverhampton | - | 602 |
| Leeds Women's Aid | 832 | - |
| | 3,070 | 2,294 |
| | 3,070 | 2,294 |

Sales relating to conference places, publications, training courses and job adverts on the charity website were made to the following organisations:

| | 2018 | 2017 |
|---------------------------|-------------|-------------|
| | £ | £ |
| Leeds Women's Aid | 2,974 | 902 |
| Rise | 2,705 | 1,695 |
| Staffordshire Women's Aid | - | 1,710 |
| Staying Put | 35 | 2,465 |
| Solace Women's Aid | 9,159 | 6,681 |
| My Sister's Place | 8,298 | 2,260 |
| The Haven Wolverhampton | - | 245 |
| | 23,171 | 15,958 |
| | 23,171 | 15,958 |