

# Anawim - Birmingham's Centre for Women Ltd



## Annual Report and Financial Statements Year Ended 31 March 2024



### Registered Office:

228 Mary Street  
Balsall Heath  
Birmingham  
B12 9RJ

Charity Registration Number: 1159706  
Company Registration Number: 09322109

**Anawim – Birmingham’s Centre for Women Limited  
Annual Report and Financial Statements  
Year Ended 31 March 2024**

Charity registration number: 1159706  
Company registration number: 09322109

# **Anawim – Birmingham’s Centre for Women Limited**

## **Annual Report and Financial Statements**

**Year Ended 31 March 2024**

### **Contents**

	<b>Page</b>
Charity Reference and Administrative Details	1
Trustees’ Annual Report Including Directors’ Report	2 - 18
Independent Auditor’s Report	19 - 21
Statement of Financial Activities (Including Income and Expenditure Account)	22
Balance Sheet	23
Statement of Cash Flows	24
Notes to the Financial Statements	25 - 39

## Anawim – Birmingham’s Centre for Women

### Charity Reference and Administrative Details

Year Ended 31 March 2024

<b>Charity registration number</b>	1159706		
<b>Company registration number</b>	09322109		
<b>Trustees</b>	Harriet Bignell Anna Josephine Carr Matilda Sinead Collier – resigned 3 October 2023 Monica Ghai David Heath Janet Hemlin Siobhan Hughes Rosemary Kean Hazel Kemshall – resigned 5 August 2024 Paula Ann Mitchell Lynne Moran – resigned 21 July 2024 Ahmad Mortazavi Fiona McTaggart – appointed 9 June 2023		
<b>Senior management team</b>	Chief Operations Officer - Donna Lewis Head of Development – Anna Makanjuola Head of Services - Gina Graham Finance & Contracts Manager - Hannah Ruff (maternity cover) Finance Manager – Amelia Tankard (maternity cover from July 2023) Fundraising & Communications Manager - Emily Johnson Volunteer & Counselling Manager - Hannah Johnson HR & centre manager – Iona Clayton Data & Systems manager – Lisa McHugh Service managers - Katie Dixon, Ellie Ashcroft, Rachel Harris, Megan Heath, Charlotte Taylor (maternity cover from 31/07/2023)		
<b>Company secretary</b>	Elizabeth Abderrahim – resigned 1 February 2024 Thomas Cadman – appointed 1 February 2024		
<b>Chief executive</b>	Joy Doal MBE		
<b>Registered office</b>	228 Mary Street Balsall Heath Birmingham B12 9RJ		
<b>Auditor</b>	Dafferns LLP Chartered Accountants One Eastwood Harry Weston Road Binley Business Park Coventry CV3 2UB	<b>Bankers</b>	National Westminster Bank Plc Kings Heath Birmingham B14 7LQ
<b>Solicitor</b>	Higgs LLP 3 Waterfront Business Park Brierley Hill Dudley DY5 1LX	<b>Investment manager</b>	Cazenove Capital Management 12 Moorgate London EC2R 6DA

## **Anawim – Birmingham’s Centre for Women**

### **Trustees’ Annual Report Including Directors Report**

#### **Year Ended 31 March 2024**

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

#### **Mission Statement**

From our Birmingham centre Anawim provide trauma informed services including holistic support and advocacy to enable women to reach their potential.

#### **Vision statement**

A world where women are safe, free, Valued and equal members of society.

#### **Purpose statement**

To provide trauma responses services including holistic support and advocacy in Birmingham to enable women to reach their potential.

#### **Values**

Anawim believes in the intrinsic value of every person and welcomes each woman – without judgement.

We are deeply committed to listening to the women and building services around their needs.

We help women to navigate the complex challenges they are facing and we do all that we can to support them for as long as they need us.

Anawim empowers women to make positive changes to turn their lives around, helping them – one step at a time – to become independent.

We want the best for the women and to make sure their basic needs are met. We won't rest until we've done all we can to keep them safe.

#### **A WORD FROM ANAWIM'S CHAIR OF TRUSTEES**

We met as a Board seven times in the year 2023/24. Our meetings have continued to be "hybrid" because for us to be inclusive some can attend in person, and others will join in via Teams. The AGM will be an in-person event. We currently have 4 committees which meet in between covering all aspects of the charity.

In March this year we approved our Budget, which is a deficit one, setting ourselves fundraising targets to ensure that our Reserves are sufficient, and operations can continue. We reviewed our reserves policy reducing the amount required to 6-12 months general running costs in line with other charities. Despite this funding scenario that implies continual concern around continuity of service, you will see that our financial statements demonstrate that Anawim is a going concern. This year we have worked hard to bring in improved forecasting and systems to better establish where gaps are and mitigate them more effectively with our fundraising efforts. Like most other charities we have a potential cliff edge in March 2025 due to the general election and the new Government not having set their spending as yet.

We have established this year, a comprehensive fundraising strategy which seeks to diversify our income streams, so we are not as reliant on specific sources. We have started building some of this diversity by opening and subsequently, moving our charity shop to Moseley and are seeking to 'sell' workshops and awareness training to corporate companies.

Within our governance responsibilities Trustees have been engaged in reviewing the risk register, gaining better understanding what strategic risks mean and how we mitigate them.

We have a standing item on our Board agenda designated to share a woman's voice of her lived experience, either in person or on video, keeping the focus always on the woman.

We are constantly aware of the need to attract Trustees and SMT members who are more diverse who better represent the demographics of the women we serve.

Trustees work in partnership with Anawim staff, and we rely on their integrity in relation to advice and guidance. Our thanks to them all for their commitment including the wealth of experience and energy provided by



## **Anawim – Birmingham’s Centre for Women**

### **Trustees’ Annual Report Including Directors Report**

#### **Year Ended 31 March 2024**

volunteers. We also thank our Company Secretary who has taken up the role over this year, keeping us up to date with the Governance Code and all our responsibilities.

*Jan Hemlin*

*Vice chair (standing in for Lynne Moran)*

#### **Overview of the year from CEO**

An incredible 1744 individual women were supported by Anawim in some capacity between April 23 – March 24, an increase of round 600 on the year before. 884 of these were women caught in the criminal justice system. We were hugely blessed by a large grant from National Lottery Community Fund which secured our drop-in for the first time since its inception. This is very timely as demand for our drop in has increased so much.

Domestic abuse remains one of the highest areas of need with 49% of the women we support having a need around abuse, 39% specifically from an intimate partner.

This year has seen us implement our 5-year plan, reporting to the trustees’ progress under each aim.

We enjoy working with a range of partners including Probation, BSMHFT, Ardenleigh, CAMEO to deliver some of our projects. We continue to work closely with Birmingham University on the Women’s Risk Needs Assessment Effective Women’s Centre project which is developing the evidence gained from the WRNAs. Early findings prove and inform our learning around how needs intersect and layer on each other. Our caseworkers have found the WRNA to be a valuable tool. It has allowed them to get to know the women they are working with more thoroughly and this has enabled the building of trusting working relationships early in the woman’s journey at Anawim. The WRNA identifies women’s needs and risks and uses these to recommend the journey of casework. With time we will be able to identify trends in reoffending in the years following the completion of a WRNA and the complimenting interventions.

We have worked alongside the OPCC, Ministry of Justice, HMCTS and Probation to pilot the Intensive Supervision court for women in Birmingham which takes a problem-solving approach. The dedicated judge sees the women regularly and our caseworkers support the women every step of the way. 56 women were referred onto this sentence by the end of March.

We attend and contribute to many forums and are active members of various infrastructure organisations including National Women’s Justice Coalition and Women’s Aid. These offer us insight into different perspectives, sharing best practice & resources such as JDs, policies, learning & joint positions on contentious issues such as Trans/women only spaces and training. We have expanded our national voice & profile, improving our communications with the addition of Alice Rosenthal, who has a very useful background in journalism, influencing policy and design of services.

We have made great strides in improvements to IT and systems. After much work and dedicated support from our amazing Chrissy Balagon we have attained Cyber Essentials Plus and IASME. We have also successfully migrated our finance package to Xero.

We continue as active members of the **National Women’s Justice Coalition** which now has 26 women’s organisations, we have been in mentoring roles with two new ones this year.

We have engaged, along with other partners including Criminal Justice Alliance, Revolving Doors, CLINKS. Unlock and others to challenge the delays and refusals of vetting for staff not only with lived experience but debts and associates in prison. This is causing huge problems for us in the Third sector as we are encouraged and desire to employ people with lived experience and this is a barrier.

We have welcomed our amazing Data & Systems and HR managers back from maternity leave, our thanks and congratulations go out to our finance manager who has decided to move on to other things after having her baby.

We have received two men onto the senior management, Tom Cadman as Company secretary and Noel Grace as Head of finance. We had a wonderful addition this year with Anna Mekanjuola as Development manager, she has taken over doing larger tenders and contracts from me. This has freed me to do more

## **Anawim – Birmingham's Centre for Women**

### **Trustees' Annual Report Including Directors Report**

#### **Year Ended 31 March 2024**

outward facing promotion and networking. We have increased our Civic involvement gathering the views of the women in various forums and consultations.

We are very happy to announce that we have achieved Investors in Volunteers again this year due to Hannah Johnson's hard work.

We celebrated the 10-year anniversary of the CAMEO unit in HMP Foston.

We held a very successful International Women's Day event. Roughly 100 people attended, and many artists displayed or donated their artwork.

We were honoured to be a runner up in The King's Fund/ GSK Impact Awards receiving £4000 and training into our Senior management team.



Joy Doal  
CEO

#### **A SUMMARY OF ANAWIM'S PURPOSE AS SET OUT IN OUR GOVERNING DOCUMENTS**

The objects of the Charity (the "Objects") are, for the public benefit, the promotion of social inclusion by preventing vulnerable women and members of their families from being socially excluded, relieving the needs of such people who are socially excluded and assisting them to integrate into society by all means that are charitable in law.

#### **3.2 For the purposes of Article**

3.1: 3.2.1 "socially excluded" means being excluded from society, or parts of society, as a result of one or more of the following factors: unemployment; financial hardship; youth or old age; ill health (physical or mental); substance abuse or dependency including alcohol and drugs; discrimination on the grounds of sex, race, disability, ethnic origin, religion, belief, creed, sexual orientation or gender re-assignment; poor educational or skills attainment; relationship and family breakdown; poor housing (that is housing that does not meet basic habitable standards); crime (either as a victim of crime or as an offender); and

3.2.2 "vulnerable women" means women who have been, or are at risk of being, physically, sexually, emotionally or psychologically abused or experienced homelessness, mental, physical health or substance misuse problems or involved in prostitution. During the year, the Board of Trustees reviewed its charitable objects and agreed that they remain entirely relevant and purposeful. The Board continually has regard to The Charity Commission's guidance on public benefit.

#### **WHERE WE BEGAN**

Anawim was founded by two pioneering nuns, Sister Magdalene Matthews and Sister Maisie Nevin, who moved into a red-light district in Balsall Heath – at the time described as 'Britain's busiest cul-de-sac'. They decided to open their home as a drop-in centre to women in the local community who were involved in prostitution and vulnerable to exploitation. The Sisters were struck by the difference it made for women to have a safe space, a warm drink and a listening ear. A place they could go without fear of judgement, to meet other women who cared deeply about their wellbeing. Motivated by unconditional love, an appreciation of the value of every woman, and a commitment to helping people to live life to the full, the sisters' mission continues to inspire us.

#### **WHAT DO WE DO?**

Anawim is an award-winning Women's Centre with 38 years' experience. We provide our services all under one roof – from counselling, courses and activities and access to basic essentials, to specialist support around the criminal justice system, mental health and violence and abuse. We know that every woman's story is

## **Anawim – Birmingham’s Centre for Women**

### **Trustees’ Annual Report Including Directors Report**

#### **Year Ended 31 March 2024**

different and recognise the systemic factors that impact women’s lives. That’s why everything we do is informed by individual needs, and why we will continue to campaign for change on a local and national level.

#### **DROP-IN**

Anawim’s drop-in service is a safe space for any woman to receive support with any issue she presents with, as well as providing basic essentials such as food, toiletries and clothing. Many women arrive in crisis, sometimes with all her belongings and maybe children having fled an abusive partner, other times she may just need help with filling in a form or making a phone call. As we are based in a super diverse area of the city, we have many women present whose first language is not English and can be subject to forced marriage or in situations where their domestic abuse is further impacted by cultural norms. Through Anawim’s Drop-in, women can have many, if not all her needs met in one place and sometimes even in just one visit. For women who are not able to reach our centre, we provide a free and confidential helpline and live chat service which connects women directly to a support worker. For women requiring more in-depth sustained support they can usually be referred internally to a caseworker.

This year our Drop-in workers supported 507 women over 1152 visits. 18% of women presented with accommodation needs, 32% are suffering with current or historic domestic, 18% of women are experiencing financial challenges, women with financial needs, 15% disclosed mental health needs and 4% of women experiencing sexual violence.

#### **CHILDREN AND FAMILIES**

Anawim caseworkers offer support with parenting to help women keep or regain custody of children by providing advocacy at case conferences, court and alongside schools and other professionals. Addressing trauma, which is often the root cause of subsequent issues is vital to prevent the separation of children from their mothers. When this situation cannot be prevented, Anawim works with women who are coping with the loss of having children taken into care – this can include a specialist, 12-week course. For many women, experiences of coercive control can result in family breakdown; this is why Anawim works to support women to understand the signs of unhealthy relationships, as well as raising awareness in the wider community. We have one dedicated Children and Families Specialist Lead; she is also our WRNA champion. Early finding from the WRNA show parenting as the highest need so this provision is nowhere near enough. She has supported 66 women this year, positive outcomes for parenting were 15%, for family relationships 3%, access to support around children 83%, children returned 3%, improved contact with child was 17% and positive outcomes for working towards the return of children was 44%.

21 women completed the Parenting course over 30 sessions

33 women completed the Confidence course over 36 sessions

#### **DOMESTIC ABUSE**

Anawim has just one dedicated Independent Domestic Abuse Advisor, this year she directly supported 126 women. The majority of the women Anawim support have domestic abuse as a need, including recovering from historic abuse. We recognise the various types of domestic abuse including financial control, coercive control, psychological and emotional abuse, as well as physical and sexual abuse. The women we support can feel humiliation, helpless and ashamed, sometimes believing they are deserving of the abuse, fearful to leave their partners and unable to protect their children. Statistics show that women are at the highest risk at the point of, or just after leaving their abusive partners. In the case of forced marriage or domestic abuse in religious households, women are further bound by their culture, family pressure and fear of shame.

Anawim is committed to supporting women to safely escape abusive relationships, and to address the impact of this experience through parenting skills, support to regulate emotions, understand trauma and identify healthy relationships.

Our IDVA is now delivering the Domestic Abuse Toolkit in HMP Drake Hall. This has been extremely popular with 49 women receiving the course.

7 women completed the Freedom Programme over 7 sessions



## **Anawim – Birmingham’s Centre for Women**

### **Trustees’ Annual Report Including Directors Report**

**Year Ended 31 March 2024**

#### **HOUSING**

Anawim’s Accommodation Specialist Lead has supported 20 women over the year, managing to house almost every single client. She also successfully implemented a new Housing Drop-in service. A comprehensive directory has also been developed and maintained which includes housing providers across Birmingham, which have been visited and checked by our staff for suitability, safety and security.

Additionally, the broader staff team have significantly enhanced their knowledge of housing and homeless queries under the guidance of our Accommodation Specialist Lead. This continuous learning approach ensures that staff are consistently evolving and finding solutions as needed, resulting in a cohesive and uniform dissemination of information and support throughout Anawim.

Housing is truly in crisis in Birmingham and is not showing any signs of improvement as yet, we are hoping the new Government’s promises of new social housing will materialise.

#### **DAWN HOUSE**

Dawn house was our residential unit situated on the same site as the women’s centre, consisting of 6 beds with en-suite rooms, with shared cooking and living area. Sadly, we paused taking women in June 2023 as financially and human resources wise, we could not sustain it. When the initial budget was drawn based on the Dawn House residential model, the income required to run the service was £442k (FY23) and £435k for FY24. The income to fund the service was a grant from the JABBS Foundation and we hoped the higher rate Housing Benefit from BCC. Once the service was up and running however, the income from the Housing Benefit was only paid out a lower rate. The income received to fund the service was actually £336k in FY23. This reduced amount of funds was not sustainable in FY24 and so the decision was taken to close the service in June 2023 after the first quarter of the financial year. This resulted in redundancies however we had experienced major difficulties in recruitment, some roles have been absorbed within other areas of the service. With the recent move to ensure all Anawim staff are paid the Real Living Wage, the situation at DH would have been exacerbated further as salary costs would have risen in line with RLW. Had the decision not been taken to close Dawn House when it was, the deficit figure of £164k for FY24 would have been far greater.

Before we closed in June 6 women resided, all 6 residents were moved on successfully before the closure.

#### **MULTIPLE AND COMPLEX NEEDS CASEWORKER**

Our Multiple and Complex Needs Worker (MCNW) serves as a versatile professional within our organisation, drawing on extensive experience to address the diverse challenges faced by our women. With a focus on mental health, over the last 12 months she has been instrumental in delivering mindfulness courses and Stop and Think sessions, as well as concentrating her efforts on clients grappling with more severe issues, including suicidal tendencies and self-harm, supporting 49 women in total.

The MCNW’s impactful contributions extend beyond individual interventions. Collaborating with our Mental Health Lead, she is currently involved in developing tailored wellbeing courses, embodying our commitment to the comprehensive well-being of our client groups. Her work has also brought attention to the significant cultural dimensions intertwined with sexual violence, affecting women from diverse ethnic backgrounds. Unveiling the challenges faced by clients in differentiating their experiences as rape and overcoming fears of disbelief, she has highlighted unique obstacles encountered by individuals from countries where domestic and sexual violence are normalised. The MCNW addresses the persistent influence of family pressure and shame within Birmingham’s communities, adopting an empowering approach that encourages clients to articulate their experiences of sexual violence. This empowerment, in turn, enables them to determine their next steps, which may involve referrals to organisations like RSVP or providing support during court proceedings. This year Miriam has been studying to become a practice lead for Anawim on Childhood Sexual Abuse with the Centre of expertise on child sexual abuse.

#### **CRIMINAL JUSTICE**

Anawim advocates for women impacted by the criminal justice system at every stage. From early intervention and diversion, to ‘through the gate’ support and on-site post-release accommodation. Both women and children are disproportionately affected by maternal imprisonment, as women are more often primary caregivers. For many women, the trauma of imprisonment and separation from children can resort in adverse coping strategies such as self-harm and substance abuse. With prisons overcrowded and still suffering the aftereffects of Covid with a shortage of officers, women found themselves locked in their cells for up to 23 hours a day. This resulted in increased incidents of self-harm and mental health distress. They have been

## **Anawim – Birmingham’s Centre for Women**

### **Trustees’ Annual Report Including Directors Report**

#### **Year Ended 31 March 2024**

denied access to rehabilitative activities and further distanced from family and children. All compounding the reasons to try whenever possible to keep women out of prison, especially when pregnant.

#### **NEW CHANCE**

New Chance is an early intervention project in partnership with the West Midlands Police and Crime Commissioner. It enables the Police to divert women who have committed low-level or first-time offences, which can attract an Out of Court Disposal, away from the criminal justice system by addressing women’s criminogenic needs. Anawim has 3 caseworkers on this service. A key outcome is that women avoid receiving a criminal record, which holds them back from employment and other aspects of their lives. By supporting women in the community, the damaging and endless cycles of prison, release, recall can be broken. We received 120 referrals this year. 31% of these women achieved positive outcomes in relation to skills and engagement, such as emotional regulation, something which significantly affects women’s ability to reduce reoffending and gain employment.

Furthermore, 30% of women achieved positive outcomes in relation to their mental/physical health and wellbeing, including improved understanding of triggers and developing coping skills. With regards to children, families and relationships, 13% of women achieved positive outcomes, improving parenting skills and access to their children. Additionally, 8% achieved positive outcomes relating to domestic abuse, including reporting instances of DV to the police and implementing safety plans. 8% of women were supported to achieve positive outcomes around finance including obtaining grants and successful benefit applications along with improving their own financial management skills. Through Anawim’s support, 21% of women referred through New Chance felt that their self-esteem and confidence had improved.

#### **CRIMINAL JUSTICE RECOVERY SERVICE (Formerly known as Liaison and Diversion)**

Anawim has two workers supporting all women referred specifically through this Service (CJRS). It is delivered in partnership with Birmingham and Solihull Mental Health Foundation Trust, operating in court and in custody suites to screen and assess individuals, identifying any who may have mental health issues, substance misuse, homelessness and any additional learning needs or other vulnerabilities when they first enter into contact with the criminal justice system, and subsequently diverting them into holistic, gender and trauma responsive support at our women’s centre, which can significantly reduce the likelihood of reoffending, by tackling the root cause of offending behaviours.

Our CJRS caseworkers meet with women in the Custody Suite and at Court during the sentencing or arrest stage, offering information and introduction to Anawim’s services. Women can receive up to 12 weeks of 1-1 support through one of our specialist caseworkers, as well as additional access to courses and events at Anawim.

We recognise that women may not always be able to attend the centre for various reasons, and will conduct home visits where necessary, as well as appointments in the community. We recognise that women may not always be able to attend the centre for various reasons. Over the last 12 months, 124 women were referred to Anawim through the CJRS, 19% achieving positive outcomes around mental health, 16% around accommodation, 13% with substance misuse, 10% with finances, 6% with children and families, 12% with domestic abuse, 9% around improved confidence and self-esteem and 11% with skills and engagement.

#### **COMMUNITY REHABILITATION WORK**

Anawim delivers a community rehabilitation programme in partnership with Probation, funded through the Ministry of Justice, and alongside partners from the Regional Women’s Justice Partnership, under Changing Lives as the contract holder.

As part of our community rehabilitation service, women receive a tailored support package which may include one-to-one and group sessions and involve various pathways based on women’s individual needs, including;

- **Emotional Wellbeing** – women may be referred to the Regulating Emotions and Dealing with Distress course (REDD) to develop coping strategies, learn to regulate emotions and identify triggers. This is followed by a more in-depth trauma course.
- **Employment, Training and Education** – we help women to apply for jobs, write a CV and to take up education or training opportunities.
- **Finance, Debts and Benefits** – women can learn to manage their money, apply for benefits and be supported in paying off debt.

## **Anawim – Birmingham's Centre for Women**

### **Trustees' Annual Report Including Directors Report**

#### **Year Ended 31 March 2024**

- **Accommodation** – supporting women to find suitable accommodation and maintain tenancies.
- **Family and Significant others** – we run courses to help with parenting, as well as guidance around the care system and dealing with difficult circumstances.
- **Dependency and Recovery** – we support abstinence and provide relapse prevention.
- **Lifestyle and Associates** – we support women who have a decreased reliance on negative peer relationships or networks, such as organised crime groups or extremism groups. Women are encouraged to engage in their community and make a positive contribution. Women sustain engagement in pro-social leisure interests and purposeful activities.

This year 264 women were supported to complete their sentences by our team of 8 caseworkers, 32 were supported in custody, half as many as last year, 39 on licence after release from prison and resettled into the community, yet this figure is much higher. The majority are aged between 26 & 45 years of age 62%, 71% describe themselves as white, 25% reported self-harm 13% self-neglect and 26% reported using substances. Only 35% were deemed to be a physical risk to others showing that women are much more likely to be a risk to themselves. Yet violence was the highest offence mainly common assault of an emergency worker at 10%, acquisitive crime was 2nd highest at 9% driving offences were the next highest. The cost-of-living crisis has disproportionately affected women, 58% of the women supported were unemployed or on zero-hour contracts working under 16 hours a week. Only 8 were in full time employment.

Of the women referred to the Probation team a huge 31% of those women had served previous custodial sentences and 19% had been on remand. 36 % had no previous custody. The team are passionate about supporting women holistically to reduce those figures and deter women from reoffending by addressing the issues that have led them to commit crime.

#### **PRISON WORK**

This year we have supported 144 women either in prison or through the gate back into the community, through our prison in-reach or Community Rehabilitation Service (CRS). We have had 2 prison resettlement workers, 2 Community Rehabilitation Service workers, and one prison liaison who works across both.

In the country, 58% of women leaving custody reoffend within a year, the number is even higher for women serving a sentence of less than a year, which is about 17% of the prison population, with 73% reoffending. However, with Anawim's continued support, only 1% reoffended, although some were recalled to custody for non-compliance with appointments. This couldn't have been achieved without the high-quality support offered here by our dedicated staff at Anawim.

This year, much support has been offered to the women who have walked through the gates of the prison. This includes immediate help with housing, helping women with substance abuse, family support and access to a free counseling program.

Women have said that the extensive list of courses and high-quality support meets their needs, and so have not needed to go elsewhere as it is truly holistic. Also, the courses on offer have been rating excellent consistently – a testament to effort and care that goes into providing the best courses for women by the staff.

One of the main reasons that women enter the criminal justice system is the lack of mental health support in the community. This can lead to drug/alcohol problems and short prison sentences that start an endless cycle of reoffending. Anawim combats this by offering mental health support for women leaving prison and helping them to regain their independence with accommodation and increased contact with their children.

#### **COMMUNITY CONNECTIONS**

Creating Community Connections is a partnership of women's centres - Women in Prison, Anawim, Together Women and Nelson Trust. The project aims to strengthen partnerships between a national network of women's centres connecting women in prisons with vital specialist community support services including those provided by Birth Companions, Clean Break, Hibiscus, Muslim Women in Prison and Working Chance.

This will include providing access to the trauma-responsive support that women's centres provide to reduce reoffending and overall harm, increase women's sense of safety and help them rebuild their lives. Anawim has a link worker in HMP Foston Hall and trained 18 champions and supported 72 women over the last year.



## **Anawim – Birmingham’s Centre for Women**

### **Trustees’ Annual Report Including Directors Report**

#### **Year Ended 31 March 2024**

##### **SUBSTANCE MISUSE**

we only had a specialist worker in this post until 6th September 2023. For the rest of the period, we struggled to recruit, but before she left, she helped to train up the other caseworkers in this area and had made some good links with the commissioned services in the city. We had 186 women with a need related to substance misuse in the year.

##### **COUNSELLING**

Counselling is offered for every woman, free of charge, at our women’s centre, as part of our wraparound service. Limited access to travel and struggling to keep track of appointments can be a barrier for many women trying to access support, which is why we believe our one-stop approach is so important. Providing counselling in-house means a woman can receive support in an environment she is already familiar with and reduces the number of places she must travel to. Anawim’s counselling team is made up of the Volunteering and Counselling Manager, the Counselling Coordinator and a team of qualified volunteer counsellors and trainee counsellors on placement, providing support in-person or over the phone to suit the needs of the individual. Recent injection of funding from Lottery and an extension of PHE funding has enabled us to keep our qualified counsellors who are experienced in domestic abuse and sexual violence specifically; giving another route and option for our counselling referrals and enabling us to make our way through our waiting list and support more women. 124 referrals were made for counselling within this year.

##### **TRAUMA WORK**

Anawim delivers a varied timetable of courses which includes; Stop and Think, exploring interpersonal problem-solving; The Freedom Programme, helping women who have experienced domestic abuse to identify types of abuse and the impact, and our popular confidence course assists women towards empowerment and assertiveness; A Mindfulness Drop In aimed at helping to develop skills to pay attention to and manage emotions, thoughts, behaviours and learn distraction techniques. Supporting women to build social skills which helps to slow down racing thoughts and really notice what is being done to manage anxiety. The activities include mindful colouring, painting, activity jars, visualisation boards, goal setting and sensory bottles.

Regulating Emotions & Dealing with Distress (REDD), is also popular and had been developed into workbooks and translated into 9 languages on our website. These can be used to work with our women individually and in a group setting, this course is a prerequisite for referral to Understanding Complex Trauma which in partnership with Phoenix Psychology - an independent psychology practice based in the Midlands, we deliver over a 12-week period. The course is based on the model of Compassion Focussed therapy.

Compassion Focused Therapy (CFT) was developed to work with people with complex and chronic mental health problems and designed to work transdiagnostically with a focus on integrating psychology, neurobiology and evolution research. CFT addresses the shame and self-criticism which is often connected to Complex PTSD (Gilbert and Proctor, 2006). CFT emphasizes the importance of relationship and connection and therefore has been evidenced to be an effective model to utilize within group settings.

Anawim continues with a timetable of weekly activities that women can attend without referral and without having previously visited the centre. These include Wellbeing Wednesday in partnership with Ardenleigh, to encourage the women to attend the centre and get involved with our courses, the weekly activities are suggested by the women; Self Care Skills encourages independent living; Creative Tuesday and Wednesday and Sewing are arts and crafts workshops to encourage social inclusion and allow the women to get to know our centre in an informal and supportive way.

22 women completed the Understanding Complex trauma course

103 women completed the Regulating Emotions & Dealing with Distress course

52 women completed Stop & Think over 28 sessions.

##### **ARDENLEIGH**

Ardenleigh is a medium secure forensic psychiatric hospital in Birmingham, supporting women experiencing complex long-term mental health issues and those with experience of the criminal justice system. Anawim has a team based within Ardenleigh, including two Mental Health caseworkers, three Peer Support Workers and six Enhancement Workers. The team have worked with 49 women during this financial period.

## **Anawim – Birmingham’s Centre for Women**

### **Trustees' Annual Report Including Directors Report**

#### **Year Ended 31 March 2024**

The Anawim team are innovative and strive to find meaningful ways to develop therapeutic rapport according to the service user's needs, providing recovery focused support and interventions. Our Enhancement Workers deliver a co-designed programme of purposeful activities across the service such as arts, crafts etc. alongside ward staff and activity workers. Most of their activities take place during the evenings and weekends, when there is an increased risk of self-harm and suicidal ideation. Our Peer Support Workers have lived experience, making their support understanding, trauma-sensitive and judgement-free. Peer support enables women to use their voice, to be heard and understood. Our Mental Health Caseworkers provide assistance and support relating to the care plans, using an individually tailored approach. This includes helping to create social networks, relationships, and planning for discharge.

The team provide access to community links and resources to support in achieving future goals, such as voluntary working within Anawim. This is extremely beneficial and has led to service users securing external employment, education, and training opportunities, as well as paid roles within Anawim. Our overall aim is to empower the women and improve their sense of hope, motivation, community engagement and self-management, to ensure a positive transition into the community.

#### **CAMEO & ACCESS**

The Offender Personality Disorder (OPD) programme is an initiative that aims to provide a pathway of psychologically informed services for a complex and challenging offender group. The CAMEO and ACCESS services within HMP Foston Hall are two of the services available, within the female prison estate, that work with women diagnosed personality disorders, presenting with disruptive behaviour and those that are typically hard to engage.

Anawim continues to partner with these services, offering three Enrichment Workers within CAMEO and a further Enrichment Worker within ACCESS. Our Enrichment workers offer therapeutic activities during the days, evenings and at weekends, when women are most vulnerable. This provision aims to encourage motivation and engagement, as well as, significantly reducing incidents of self-harm within the prison. The Enrichment Teams have awareness and understanding of how mental health contributes to offending behaviour and the importance of supporting women with their challenges while in prison.

#### **VOLUNTEERS**

Anawim is grateful to have a dedicated and passionate team of volunteers who provide vital support across the organisation. We currently have 15 volunteers contributing 58 hours each week towards our work. The monetary value of this contribution equates to £30,160 per year, based on an average of equating £10 per hour for each of the volunteer's time. However, we have a qualified psychologist, counsellors, and tutors that would cost more per hour, so volunteers save us more than this when looking at specific roles and monetary value of each volunteer individually.

We were awarded the Investing in Volunteers Award in 2019 and again 2024 and continue to support volunteers to this standard; offering training, shadowing opportunities, clinical and managerial supervision, and opportunities to try new roles and move around the organisation so that volunteers can get the most from the experience. We encourage women who are receiving support from Anawim to apply to become Champions of Anawim, who can give back and learn vital skills through volunteering with Anawim whilst still receiving support. Since opening the shop, we are able to offer roles to the Champions for them to learn vital skills for employment; and the volunteers also support the Champions with the next steps in their journey.

We encourage volunteers to apply for paid roles within Anawim as part our recruitment model and have several staff who were volunteers. Within this financial year we have had two volunteers become staff members. Anawim provides an extended range of volunteer opportunities and responsibilities, such as Drop-in Volunteer, Volunteer Tutors, centre volunteers and volunteer counsellors. We have also been concentrating on building a team of volunteers in our Moseley shop. All these roles are client facing and provide training and experience for volunteers seeking employment in this field, or who just want to give back. Volunteers are included in our events and training and are made to feel part of the team. We have now put the volunteers onto People HR so they have access to their documents and supervisions, and we can record hours. Volunteers are also on our training portal, Bobs business, so they have training opportunities like staff. Volunteers are a huge part of the yellow pillar on our Strategy, and more staff such as the coordinators have been taking on some responsibility for volunteer supervision and having more input into the volunteers' journey; giving staff more experience in supporting volunteers and making volunteers experiences more well-rounded.



## **Anawim – Birmingham’s Centre for Women**

### **Trustees’ Annual Report Including Directors Report**

#### **Year Ended 31 March 2024**

#### **PARTNERSHIPS**

We really value all the many partnerships we have built over the years; we couldn’t do as much as we do without you. This last year, the backing we have had from the Office of the Police and Crime Commissioner, HMPPS Women’s Directorate and the Probation service has been invaluable.

Our partnerships with NHS England enable the Ardenleigh Blended Service, CAMEO within HMP Foston Hall, ACCESS and Criminal Justice Recovery Service (formerly liaison & diversion) to continue and flourish. None would be possible without the support of Birmingham and Solihull Mental Health Foundation trust.

We deliver the Community Rehabilitation Service and New Chance with the Regional Women’s Justice Partnership, which enables us to cover the whole West Midlands region.

Other agencies and individuals support us regularly by delivering courses and activities for the women including Sarah Vogel who delivers her Confidence course, National Literacy trust who have been bringing a guest author each month and undertaking creative writing, Phoenix psychology who deliver the trauma courses and provide our staff with the vital clinical supervision and counselling they require to cope with hearing the stories they do.

Birmingham University remains a committed partner with us on the WRNA project. Jericho provided us with the shop in Balsall Heath before we moved to Moseley and have worked with us joint courses and training.

Anawim staff regularly attend a range of forums including

- Women & Girls in the CJS
- Mentally Healthy City
- Regional Sex Worker forum
- reducing re-offending
- Regional Offender Forum
- Regional Volunteers coordinators
- safeguarding roundtable
- Money advice

We take part in consultations and meetings discussing strategy including contributing to the Violence Against Women & Girls strategy and Creating a Mentally Healthy City.

#### **THANK YOU**

Anawim would like to thank the following funding bodies for their continued financial support:

Barrow Cadbury Trust - Funding for Women’s Development Initiative, CEO engagement and communications in the women’s and wider criminal justice sector

Ministry of Justice - Support for Core running costs

The JABBS Foundation – Anawim’s onsite residential unit Dawn House, development of the Women’s Risk Needs Assessment Tool, Prison In-reach, Project Management, development and therapeutic courses

Our Lady of Charity - Core costs (contribution towards Finance Manager)

HMPPS - Creating Community Connections

The Henry Smith Charity - Multiple and Complex Needs and Drop In services

West Midlands Police and Crime Commission - New Chance, IDVA Support and Intensive Supervision Court, Victim’s Fund (Drop-In)

NHS England - CAMEO Unit, Criminal Justice Recovery and Blended Services at Ardenleigh Mental Health Services (CAMHS) and

## **Anawim – Birmingham’s Centre for Women**

### **Trustees’ Annual Report Including Directors Report**

#### **Year Ended 31 March 2024**

The Goldsmiths Company Charity - Prison in-reach

The Grimmit Trust – Core funding

The Sheepdrove Trust - Prison in-reach

National Probation Service - Access project: Foston and Community PD at Cowley

Changing Lives - Community Rehabilitation Service

Birmingham City Council – Drop-in services

BVCS Fairer Futures Fund – 12-month Trauma course

Public Health - Mental Health Services

Nationwide Community Foundation – Drop-in services

The GSK Impact Awards – Core Funding

The John Armitage Charitable Trust - Core Funding

John Lewis Partnership – funding our Christmas Party for our women and advising with the new shop in Moseley

Groundwork UK – funds towards creating an outdoor garden for our centre

John Laing Foundation – funding to support our International Women’s Day Art event

Additional thanks go out to the many people who donate clothes, toys, food and household goods regularly, including WeCan who collect aluminium cans to raise money to buy food for the food bank.

And those who support Anawim through their services, including:

- Christine Balogun
- Joanne Corkery
- IBIT Solutions
- Charisma Design & Print Ltd
- Gowling WLG
- Solihull Soroptimists
- Edgbaston Foundation @ Edgbaston Cricket Ground
- National Women’s Justice Coalition
- Northbridge Digital Ltd
- The Clock Pub Balsall Heath
- The Jungle Club, Moseley
- Tata Technologies –Leamington Spa
- Nationwide – Birmingham City Centre
- Ark Tindall Primary Academy
- Phoenix Psychological Services Ltd
- Karen Butler
- Olton Friary R C Church
- University of Birmingham
- Students at Birmingham City University
- Liv’s Solihull
- Bournville School
- Enki King’s Heath
- The Joseph Hopkins and Henry James Sayer Charity
- Change Kitchen
- Devereux Data (doors, CCTV phones)

## **Anawim – Birmingham's Centre for Women**

### **Trustees' Annual Report Including Directors Report**

#### **Year Ended 31 March 2024**

- ARC Alarms 15
- FirstcomEurope
- GW Electrical
- Jericho Foundation
- Morrisons
- Hare of the Dog Comedy
- Deb Day Sewing Room
- Seventh Circle – Artworks & Aesthetics Ltd.
- Cadent Gas
- PHB Ethical Beauty
- All Saints Church
- Angelina Adamo – Tutto Aposto
- Deb Day Sewing Room
- Catholic Church St Augustine England
- Roger Griffiths
- Growing Nai
- Birmingham MIND
- Birmingham Women's Hospital
- The Heath Bookshop
- B&Q Solihull
- John Lewis Solihull
- The Highbury Trust
- Fruit & Nut Village
- Grand Union
- Sorrento Lounge
- Julia Frost tattooist
- The Old Printworks
- Rachel Noble

#### **Financial Review**

##### **Summary**

The accounts cover all activities controlled by the charity.

During the year to 31 March 2024, Anawim received income of £1,905,887 (2023: £2,167,114) and incurred total expenditure of £2,070,130 (2023: £2,179,344). The charity saw a decrease in its total funds of £159,309 in the year. The high level of income reflects Anawim's respected status as a reliable service partner by national and local government departments and by charitable foundations who trust Anawim to deliver services and change programmes for women. The slight decrease in income compared to the prior year can be attributed to the cessation of the residential service offered at Dawn House. In June 2023, the Trustees and senior management team took the difficult decision to close the unit. The original model based on a combination of funding the service through a charitable foundation and local authority housing benefit, was not enough to support a sustainable service. The closure of Dawn House residential also impacted on the level of expenditure which was reduced compared to the previous year. This helped to mitigate the overall loss in funds across the year.

At 31 March 2024 the charity held cash and bank deposits of £907,545 (2023: £614,340) and investments of £99,737 (2023: £94,803). The increase in the value of investments although modest at £4,934 this year, is an improvement on the loss incurred in the prior year of £10,943.

The charity's reserves and cash positions are satisfactory and the Board of Trustees believe that it is appropriate to adopt the Going Concern Basis in the preparation of these financial statements.

##### **Reserves Policy**

At the year-end 31 March 2024, the charity had unrestricted general reserves of £307,609 (2023: £362,032). This is compliant with the reserves policy (6 – 12 months) but represents a small proportion of Anawim's total cost base.

## **Anawim – Birmingham’s Centre for Women**

### **Trustees’ Annual Report Including Directors Report**

#### **Year Ended 31 March 2024**

However, the charity also held unrestricted funds which are designated for specific purposes:

1. £87,519 (2023: £87,519) which was designated by trustees to ensure funding for the CEO position is sustained. There was no movement in the designated funds this year as the CEO salary was fully funded by restricted funds. This designated fund will remain in place should the position of funding the CEO salary change.
2. £1,141,467 (2023: £1,176,520) known as the Fixed Assets Fund represents the main operating premises in Balsall Heath, fixtures and fittings which are central to the operation of the charity and so these are not funds that can be readily realised or used for other purposes.

Including all of the above, and restricted funds of £398,447, the charity’s total reserves stood at £1,935,042 (2023: £2,094,351).

The Board has maintained its policy to maintain unrestricted funds not committed or invested in fixed assets i.e. ‘free reserves’, at a level of between six and twelve months of unrestricted expenditure. In the light of activities and funding, this should provide sufficient funds to continue the current activities of the charity, provide for core posts and give sufficient time to consider and replace existing funding sources should there be a significant change in present funding arrangements. As at 31 March 2024 the reserves policy was complied with and free reserves equated to approximately 12 months unrestricted expenditure.

With the uncertainties in the economy, the trustees continue to note the importance of maintaining adequate reserves to maintain and adapt services in response to rapidly changing circumstances.

The charity will continue to strive towards operating within its available funding during the next financial year. The Board is acutely aware that most of the charity’s activities are driven by restricted funding and hence, costs must be managed accordingly. Any core costs not covered by restricted funds still need to be met to keep the charity in operation, so raising sufficient unrestricted funds in future to comply with the reserves policy is crucial.

The reserves policy will continue to be reviewed annually.

#### **Investment Policy**

There are no restrictions on Anawim’s power to invest.

Following a donation from The Fairlight Trust in 2017, the Board of Trustees invested funds of £200,000 in a portfolio of assets with the aim of giving increased certainty to the future of Anawim. In the year to 31 March 2023, £100,000 of capital was released from the investment portfolio and with net investment losses of £12,783, the value of the investments decreased to £94,803. In the year to 31 March 2024 however, the portfolio value increased to the value of £99,737. A modest growth of £4,934. Income of £4,098 was generated from the portfolio and utilised in funding the core running costs of the charity.

The trustees reviewed the approach to investments in December 2020 and adopted a revised investment policy statement. The key elements of the investment policy are as follows:

##### **1. Expert Advice.**

The Trustees can delegate management of any investments to a Financial Expert, defined in the charity’s Articles of Association as an individual, company or firm who is authorised to give investment advice under the Financial Services and Markets Act 2000.

##### **2. Risk**

The Trustees acknowledge that to achieve acceptable and sustainable long term returns some degree of risk is necessary. The main risk is to the long-term sustainability of the investments is inflation and the assets should be invested to mitigate this risk over the long term. The Trustees accept that the investments are likely to be concentrated in real assets such as equities and property and the short-term value of these assets can fluctuate. To mitigate these fluctuations the Trustees wish to diversify their portfolio.

##### **3. Liquidity**

Investments must have appropriate liquidity with 80% realisable within one month.

## **Anawim – Birmingham’s Centre for Women**

### **Trustees’ Annual Report Including Directors Report**

#### **Year Ended 31 March 2024**

##### **4. Currency**

The majority of the investments should be held in sterling denominated instruments.

##### **5. Responsible Investment:**

The Charity wishes to adopt a responsible investment approach seeking sustainable long-term returns, using exclusions, integration, and social and governance considerations across all asset classes and engagement throughout ownership. In line with its ethos and values, investments should be chosen to make a positive impact on people and the planet.

The designated investment firm must be able to demonstrate a rigorous ethical, social and governance policy in its approach to investments.

Following this review, the charity’s investment portfolio was moved from a bespoke managed portfolio to the Cazenove Responsible Multi Asset Fund.

It is the Trustees’ view that there are not sufficient surplus funds at the present time to increase this investment. Any other surplus funds are deemed short term and, therefore, these monies are invested in readily accessible bank deposit accounts.

##### **Plans for the Future**

Anawim continues to operate in a turbulent socio-economic context amid the uncertainty that the recent change in Government might bring to gender policy decisions and funding. The financial difficulties faced by Birmingham City Council (bankruptcy) will undoubtedly put additional pressures on the city’s statutory service provision, further compounding the needs of vulnerable women in the community and increase the demand for Anawim’s key services. The recent decisions regarding early release from Prisons to ease over-crowding will also impact on the need for Anawim’s services. With a robust and ambitious 5-year organisational strategy in place, and the right people to ensure its delivery, the Trustees feel confident that Anawim is in a strong position to pivot and adapt in order to continue to provide an impactful service for women in the city. Following investment in Anawim’s fundraising and development capacity, Anawim is set to develop and implement an ambitious fundraising and communications strategy in order to diversify the funding base and journey towards financial sustainability. Our new Pre-loved Moseley boutique, which opened in April 2024, is one such enterprise. The shop not only gives our women the opportunity to develop valuable life skills but also raises the profile of Anawim in our local community to help build new partnerships and opportunities.

## **STRUCTURE, GOVERNANCE AND MANAGEMENT**

### **Governing Document**

Anawim-Birmingham’s Centre for Women is a charitable company limited by guarantee and set up by a Memorandum of Association Dated 20 November 2014.

During 2022/23 Trustees resolved to change the name of the charity from “Anawim – Women Working Together” to “Anawim – Birmingham’s Centre for Women” with the change subsequently formally registered with Companies House and the Charity Commission.

The charity’s two Foundation Partners (The English Province of Our Lady of Charity of the Good Shepherd and Father Hudson’s Care) each has the right to nominate three trustees to the Board of Trustees (the Board) and the Board has no role in the selection or nomination of these trustees. Anawim’s Board does have the right to appoint an additional eight trustees and the right to co-opt a further two trustees. These appointed trustees are recruited by external advertisement. The Board recognises the need to diversify the age and ethnicity of members and to encourage service user involvement and this forms part of the continuing work on governance.

The Board recognises the need for new trustees to receive adequate training on their role and responsibilities and to be familiar with the charity’s activities, ethos and values and has established a formal induction process to ensure that, from the outset, trustees are equipped with the information to help them to be effective in their role. The Board also recognises that all trustees should receive training and support and during 2022/23 a Governance Workshop was held during which trustees were able to develop their understanding of assurance and the role they have in ensuring there is effective oversight of Anawim’s strategic objectives.



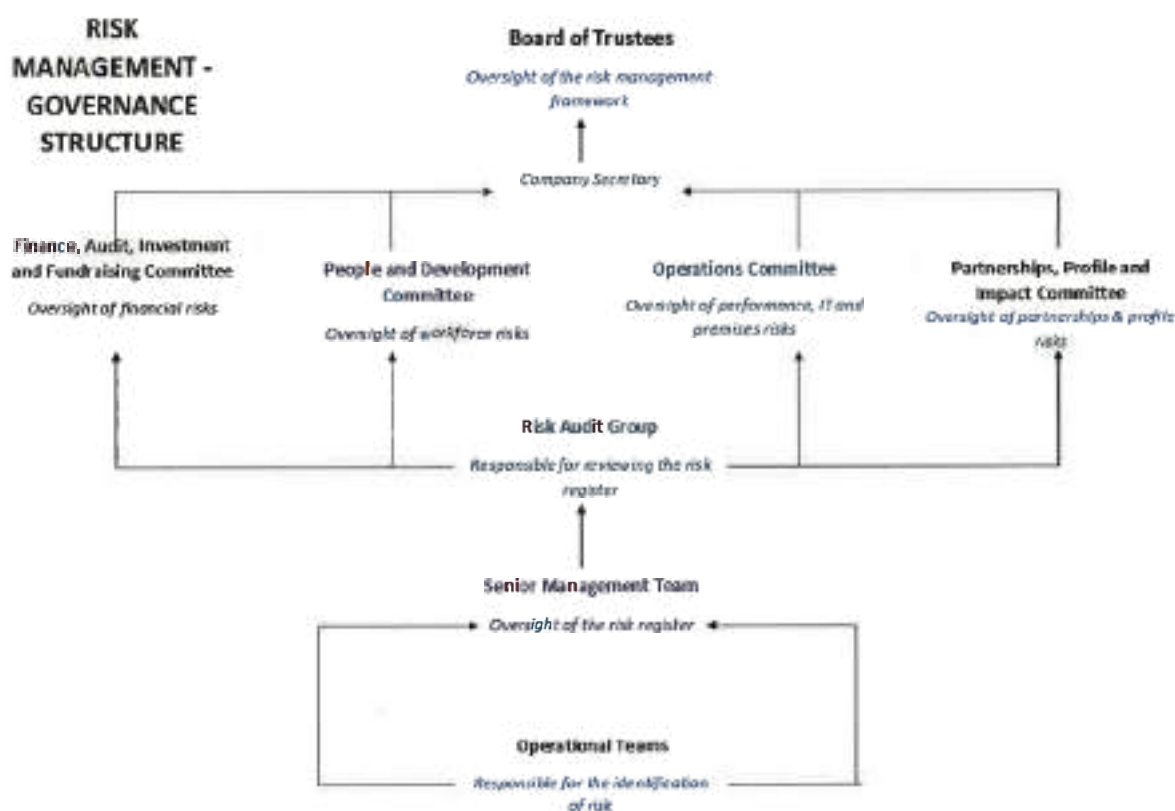
## Anawim – Birmingham's Centre for Women

### Trustees' Annual Report Including Directors Report

Year Ended 31 March 2024

#### Risk Management

During the year Trustees have further enhanced the approach to risk management by establishing a risk management governance structure as described below:



To support this structure Trustees also approved a risk management process that sets out how new and established risks are managed and how those risks are audited and then reported to Trustees.

These new developments have provided Trustees with greater assurance that the major strategic, business, and operational risks faced by Anawim are being effectively managed.

#### Strategic Risk

Having approved a Five-Year Strategic Plan in October 2021, Trustees, during 2022/23, identified and approved the following five strategic risks and agreed their risk appetite in relation to each:

- There is a risk that Anawim does not have enough of the right people, in the right place, at the right time and that this will result in an inability to deliver services and fulfil contractual obligations.
- There is a risk that Anawim's key partnerships are not maintained and that this will restrict Anawim's ability to maintain levels of operational services.
- There is a risk that Anawim fails to capitalise on its reputation [locally and nationally] and that this undermines its ability to develop and maintain sustainable services.
- There is a risk that Anawim fails effectively manage expenditure and resources and that this could create instability and call into question Anawim's sustainability.

## **Anawim – Birmingham’s Centre for Women**

### **Trustees’ Annual Report Including Directors Report**

#### **Year Ended 31 March 2024**

- There is a risk that the external environment becomes hostile to a degree that Anawim's strategic objectives are compromised to ensure that major strategic, business and operational risks are managed effectively.

Trustees have reviewed these strategic risks and the risk appetite in relation to them during 2023/24 to ensure that they are appropriately mitigated and that Anawim is responsive to changing circumstances. This work is an on-going process and is now embedded in the core of the decision-making process.

#### **Safeguarding**

Anawim has an established Safeguarding Policy which Trustees review on an annual basis, approving any changes that are deemed necessary. In this way Trustees are assured that Anawim's policy and practice reflects current legislative requirements and that it mirrors relevant guidance. Under the terms of the Safeguarding Policy, an annual training programme for staff and volunteers has been established and a Designated Safeguarding Lead is in place. The Designated Safeguarding Lead reports to the Chief Operating Officer and provides regular safeguarding reports to Trustees through attendance at the Operations Committee, a designated sub-committee of the Board of Trustees.

#### **Reputation**

Recognising that the risk to reputation that Anawim might be exposed to, Trustees identified the following risk as one of the five strategic risks faced by Anawim:

There is a risk that Anawim fails to capitalise on its reputation [locally and nationally] and that this undermines its ability to develop and maintain sustainable services.

Trustees will review this risk, along with the other strategic risks, during 2024/25 to ensure that it can be responsive to changes in the external environment.

#### **Organisational Structure**

The Trustees (listed on page 1) are responsible for the general control and management of Anawim. They receive no remuneration or other financial benefit for this role, with the exception of one trustee, disclosed in note 5.

Trustees approved a committee structure and a scheme of delegation during 2020/22 and during 2022/23 the following four committees operated according to their individual terms of reference and reported to the Board of Trustees using an assurance reporting framework.

1. Operations Committee
2. People and Development Committee
3. Partnerships, Profile and Impact Committee
4. Finance, Audit, Investment and Fundraising Committee

Under the scheme of delegation, the Board of Trustees has retained some key responsibilities for itself, but establishing a committee structure has allowed the Board's focus to be on strategy and oversight.

The day-to-day running of Anawim is delegated to the Chief Executive Officer and Senior Management Team (listed on page 1) as well as a team of paid and unpaid staff and volunteers. The pay of the Chief Executive Officer, senior managers and all staff is reviewed annually and is normally increased to reflect a cost-of-living adjustment and the nature of the role and responsibilities. In view of the nature of the charity the Trustees benchmark against pay levels in other charities.

#### **STATEMENT OF THE BOARD OF TRUSTEES' RESPONSIBILITIES FOR THE FINANCIAL STATEMENTS**

The Trustees, who are also directors of Anawim – Birmingham’s Centre for Women for the purpose of company law, are responsible for preparing the Trustees' Report and the accounts in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year and not approve the financial statements unless they are satisfied that the financial statements give a true and fair view of the state of the affairs of the Charity as at the balance sheet date and of its incoming resources and application of resources, including income and expenditure, for the year then ended. In preparing those financial statements

## **Anawim – Birmingham's Centre for Women**

### **Trustees' Annual Report Including Directors Report**

#### **Year Ended 31 March 2024**

which give a true and fair view, the Trustees should follow best practice and: select suitable accounting policies and then apply them consistently; observe the methods and principles of the Charities SORP; make judgements and estimates that are reasonable and prudent; state whether applicable accounting standards and statements of recommended practice 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 assume that the charitable company will continue on that basis. The Trustees are responsible for keeping accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and which enable them to ensure that the financial statements comply with the Companies Act 2006. The Trustees 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. Each of the directors, who held office at the date of approval of this Trustees' Report, has confirmed that there is no information of which they are aware which is relevant to the audit but of which the auditor is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information.

#### **Connected charities**

The Board of Management considers Anawim to be connected to the charities listed below who have the right to appoint Trustees to the board:

The English Province of Our Lady of Charity of the Good Shepherd CIO Brentano Solar House 915 High Road London N12 8QJ Charity registration number – 1163502

Father Hudson's Care Coventry Road Coleshill Birmingham B46 3ED

#### **Disclosure of information to the auditors**

We, the directors of the company who held office at the date of approval of these Financial Statements as set out above each confirm, so far as we are aware, that:

- there is no relevant audit information of which the company's auditors are unaware; and
- we have taken all the steps that we ought to have taken as directors in order to make ourselves aware of any relevant audit information and to establish that the company's auditors are aware of that information.

In approving the Trustees' Annual Report, we also approve the Strategic Report included therein, in our capacity as company directors.

On behalf of the board

Janet Hemlin  
Trustee



19 September 2024

## **Anawim – Birmingham’s Centre for Women**

### **Independent Auditor’s Report to the Trustees and Members of Anawim – Birmingham’s Centre for Women**

#### **Year Ended 31 March 2024**

##### **Opinion**

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

In our opinion the financial statements:

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

##### **Basis for opinion**

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the auditor 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**

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

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

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

##### **Other information**

The other information comprises the information included in the trustees’ annual report, other than the financial statements and our auditor’s report thereon. The trustees are responsible for the other information. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

##### **Opinions on other matters prescribed by the Companies Act 2006**

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

- the information given in the trustees’ report, which includes the directors’ report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and



## **Anawim – Birmingham’s Centre for Women**

### **Independent Auditor’s Report to the Trustees and Members of Anawim – Birmingham’s Centre for Women**

#### **Year Ended 31 March 2024**

- the directors’ report included within the trustees’ report has been prepared in accordance with applicable legal requirements.

#### **Matters on which we are required to report by exception**

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

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

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

#### **Responsibilities of trustees**

As explained more fully in the trustees’ responsibilities statement set out on page 17, the trustees (who are also the 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.

#### **Auditor 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.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud.

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

- Enquiry of management, and those charged with governance around actual and potential litigation and claims;
- Reviewing minutes of meetings of those charged with governance;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations.
- Performing audit work over the risk of management override of controls, including testing journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for bias.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance.



## **Anawim – Birmingham's Centre for Women**

### **Independent Auditor's Report to the Trustees and Members of Anawim – Birmingham's Centre for Women**

**Year Ended 31 March 2024**

The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities is available on the FRC's website at: <https://www.frc.org.uk/auditors/audit-assurance/auditor-s-responsibilities-for-the-audit-of-the-fi/description-of-the-auditor%E2%80%99s-responsibilities-for> This description forms part of our auditor's report.

#### **Use of our report**

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Signed:



Lucy Hatton FCCA (Senior Statutory Auditor)  
For and on behalf of Dafferns LLP  
Chartered Accountants  
Statutory Auditor  
One Eastwood  
Harry Weston Road  
Binley Business Park  
Coventry  
CV3 2UB

15 November 2024

**Anawim – Birmingham’s Centre for Women**

**Statement of Financial Activities (Including Income and Expenditure Account)**

**Year Ended 31 March 2024**

		2024				2023
	Note	Unrestricted funds £	Designated funds £	Restricted funds £	Total £	Total £
<b>Income and endowments from:</b>						
Donations and legacies	2	104,629	-	5,000	109,629	173,572
Charitable activities	3	-	-	1,770,673	1,770,673	1,980,743
Other trading activities	4	14,382	-	-	14,382	1,858
Investments	5	11,203	-	-	11,203	10,941
<b>Total income and endowments</b>		<b>130,214</b>	<b>-</b>	<b>1,775,673</b>	<b>1,905,887</b>	<b>2,167,114</b>
<b>Expenditure on:</b>						
Raising funds		14,266	-	-	14,266	-
Charitable activities	6	163,731	48,462	1,843,671	2,055,864	2,179,344
<b>Total expenditure</b>		<b>177,997</b>	<b>48,462</b>	<b>1,843,671</b>	<b>2,070,130</b>	<b>2,179,344</b>
Net gains / (losses) on investments	14	4,934	-	-	4,934	(12,783)
<b>Net income / (expenditure)</b>		<b>(42,849)</b>	<b>(48,462)</b>	<b>(67,998)</b>	<b>(159,309)</b>	<b>(25,013)</b>
<b>Transfers between funds</b>		<b>(11,574)</b>	<b>13,409</b>	<b>(1,835)</b>	<b>-</b>	<b>-</b>
<b>Net movement in funds</b>	19	<b>(54,423)</b>	<b>(35,053)</b>	<b>(69,833)</b>	<b>(159,309)</b>	<b>(25,013)</b>
<b>Reconciliation of funds:</b>						
Total funds brought forward	19	362,032	1,264,039	468,280	2,094,351	2,119,364
<b>Total funds carried forward</b>	19	<b>307,609</b>	<b>1,228,986</b>	<b>398,447</b>	<b>1,935,042</b>	<b>2,094,351</b>

All income and expenditure derive from continuing activities.

The Statement of Financial Activities includes all gains and losses recognised during the year.

## Anawim – Birmingham’s Centre for Women

### Balance Sheet

Year Ended 31 March 2024

	Note	2024 £	2023 £
<b>Fixed assets</b>			
Tangible assets	13	1,141,467	1,176,520
Investments	14	99,737	94,803
		<u>1,241,204</u>	<u>1,271,323</u>
<b>Current assets</b>			
Debtors	15	424,710	360,250
Cash at bank and in hand		907,545	614,340
		<u>1,332,255</u>	<u>974,590</u>
<b>Creditors: amounts falling due within one year</b>	16	(638,417)	(151,562)
<b>Net current assets</b>		<u>693,838</u>	<u>823,028</u>
<b>Net assets</b>		<u>1,935,042</u>	<u>2,094,351</u>
<b>Charity Funds</b>			
Unrestricted funds			
General unrestricted	19	307,609	362,032
Designated unrestricted	19	1,228,986	1,264,039
Restricted funds	19	398,447	468,280
<b>Total charity funds</b>	19	<u>1,935,042</u>	<u>2,094,351</u>

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime and in accordance with FRS 102 SORP.

The financial statements were approved and authorised for issue by the Board on 19 September 2024.

Signed on behalf of the Board of Trustees



Janet Hemlin  
Trustee

19 September 2024

The notes on pages 25 to 39 form part of these financial statements.

Company registration number: 09322109

**Anawim – Birmingham’s Centre for Women****Statement of Cash Flows****Year Ended 31 March 2024**

	Note	2024 £	2023 £
<b>Net cash flow from operating activities</b>	21	<u>295,411</u>	<u>(144,268)</u>
<b>Cash flow from investing activities</b>			
Payments to acquire tangible fixed assets	13	(13,409)	(6,616)
Receipts from sales of investments		-	98,160
Interest received	5	7,105	3,037
Dividends received	5	4,098	7,904
<b>Net cash flow from investing activities</b>		<u>(2,206)</u>	<u>102,485</u>
<b>Net increase / (decrease) in cash and cash equivalents</b>		293,205	(41,783)
<b>Cash and cash equivalents at 1 April 2023</b>		614,340	656,123
<b>Cash and cash equivalents at 31 March 2024</b>		<u>907,545</u>	<u>614,340</u>
<b>Cash and cash equivalents consists of:</b>			
Cash at bank and in hand		907,545	614,340
<b>Cash and cash equivalents at 31 March 2024</b>	21A	<u>907,545</u>	<u>614,340</u>

## **Anawim – Birmingham’s Centre for Women**

### **Notes to the Financial Statements**

#### **Year Ended 31 March 2024**

#### **1 Summary of significant accounting policies**

##### **(a) General information and basis of preparation**

Anawim – Birmingham Centre for Women is an incorporated charity in England. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity. The address of the registered office is given in the charity information on page 1 of these financial statements. The nature of the charity’s operations and principal activities are to provide trauma informed services including holistic support and advocacy to enable women to reach their potential.

The charity constitutes a public benefit entity as defined by FRS 102. 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 issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Accounting Practice.

The financial statements are prepared on a going concern basis under the historical cost convention, modified to include certain items at fair value. The financial statements are presented in sterling which is the functional currency of the charity and rounded to the nearest £1.

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

##### **(b) Funds**

Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The cost of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

##### **(c) Income recognition**

All incoming resources are included in the Statement of Financial Activities (SoFA) when the charity is legally entitled to the income after any performance conditions have been met, the amount can be measured reliably and it is probable that the income will be received.

For donations to be recognised the charity will have been notified of the amounts and the settlement date in writing. If there are conditions attached to the donation and this requires a level of performance before entitlement can be obtained then income is deferred until those conditions are fully met or the fulfilment of those conditions is within the control of the charity and it is probable that they will be fulfilled.

No amount is included in the financial statements for volunteer time in line with the SORP. Further detail is given in the Trustees’ Annual Report.

For legacies, entitlement is the earlier of the charity being notified of an impending distribution or the legacy being received. At this point income is recognised. On occasion legacies will be notified to the charity however it is not possible to measure the amount expected to be distributed. On these occasions, the legacy is treated as a contingent asset and disclosed.

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



## Anawim – Birmingham’s Centre for Women

### Notes to the Financial Statements

#### Year Ended 31 March 2024

Investment income is earned through holding assets for investment purposes such as shares and property. It includes dividends, interest and rent. Where it is not practicable to identify investment management costs incurred within a scheme with reasonable accuracy the investment income is reported net of these costs. It is included when the amount can be measured reliably. Interest income is recognised using the effective interest method and dividend and rent income is recognised as the charity’s right to receive payment is established.

#### **(d) Expenditure recognition**

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably. It is categorised under the following headings:

- Expenditure on charitable activities includes 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. This expenditure includes all expenditure directly related to the objects of the charity.

Irrecoverable VAT is charged as an expense against the activity for which expenditure arose.

#### **(e) Support costs allocation**

Support costs are those that assist the work of the charity but do not directly represent charitable activities and include office costs, governance costs, administrative payroll costs. The cost of overall support costs of each activity is apportioned based on staff time attributable to each activity.

#### **(f) Tangible fixed assets**

Tangible fixed assets are stated at cost (or deemed cost) or valuation less accumulated depreciation and accumulated impairment losses. Cost includes costs directly attributable to making the asset capable of operating as intended.

Depreciation is provided on all tangible fixed assets, at rates calculated to write off the cost, less estimated residual value, of each asset on a systematic basis over its expected useful life as follows:

Fixtures, fittings and computer equipment	20% per annum
Motor Vehicles	20% per annum
Property	2% - 4% per annum

#### **(g) Investments**

Investments are recognised initially at fair value which is normally the transaction price excluding transaction costs. Subsequently, they are measured at fair value with changes recognised in ‘net gains / (losses) on investments’ in the SoFA if the shares are publicly traded or their fair value can otherwise be measured reliably.

#### **(h) Debtors and creditors receivable / payable within one year**

Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price. Any losses arising from impairment are recognised in expenditure.

## Anawim – Birmingham's Centre for Women

### Notes to the Financial Statements

#### Year Ended 31 March 2024

##### (i) Provisions

Provisions are recognised when the charity has an obligation at the balance sheet date as a result of a past event, it is probable that an outflow of economic benefits will be required in settlement and the amount can be reliably estimated.

##### (j) Leases

Rentals payable and receivable under operating leases are charged to the SoFA on a straight line basis over the period of the lease.

##### (k) Employee benefits

When employees have rendered service to the charity, short-term employee benefits to which the employees are entitled are recognised at the undiscounted amount expected to be paid in exchange for that service.

The charity operates a defined contribution plan for the benefit of its employees. Contributions are expensed as they become payable.

##### (l) Tax

The charity is an exempt charity within the meaning of schedule 3 of the Charities Act 2011 and is considered to pass the tests set out in Paragraph 1 Schedule 6 Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes.

##### (m) Going concern

The financial statements have been prepared on a going concern basis as the trustees believe that no material uncertainties exist. The trustees have considered the level of funds held and the expected level of income and expenditure for 12 months from authorising these financial statements. The budgeted income and expenditure is sufficient with the level of reserves for the charity to be able to continue as a going concern.

## 2 Income from donations and legacies

	2024 £	2023 £
<b>Donations legacies and grants</b>		
Coutts Foundation	-	3,000
Edward & Dorothy Cadbury Charitable Trust	2,500	-
Eveson Charitable Trust	-	30,000
Garfield Weston	-	50,000
Grimmit Trust	3,000	-
GSK Awards	4,000	-
Ian Mactaggert Trust	5,000	-
JD Foundation	5,000	-
John Armitage Charitable Trust	40,000	40,000
Neighbourly Foundation (Gallagher Community Fund)	1,000	-
Susan Scott legacy	24,786	18,358
General donations	24,343	32,214
	<u>109,629</u>	<u>173,572</u>

Income from donations and legacies was £109,629 (2023: £173,572) of which £5,000 (2023: £nil) was attributable to restricted fund and £104,629 (2023: £173,572) was attributable to unrestricted.

## Anawim – Birmingham's Centre for Women

### Notes to the Financial Statements

#### Year Ended 31 March 2024

#### 3 Income from charitable activities

	2024 £	2023 £
Early Intervention/Diversion	219,570	199,843
Drop In	187,148	215,693
Prison In-reach	198,741	302,777
Project Management	440,058	450,301
Criminal Justice Probation	249,178	180,719
Dawn House	231,504	374,316
Mental Health	224,474	213,251
Counselling	20,000	43,395
Hardship	-	448
	<u>1,770,673</u>	<u>1,980,743</u>

Income from charitable activities was £1,770,673 (2023: £1,980,743) of which all of it was attributable to restricted funds.

The English Province of Our Lady of Charity of the Good Shepherd provides a part time Sister working in the Outreach programme and as a Counsellor. If this role were to be paid, the equivalent salary for the year ended 31 March 2024 would be £7,800 (2023: £12,360).

The value of unpaid voluntary services provided by individuals has not been included within the Statement of Financial Activities as either income or expenditure. In the year under review that value is calculated as £81,790, representing volunteer costs of £48,000 for student and volunteer counsellors, £28,400 for Drop In, Enrichment and Shop volunteers and £5,390 for Champion volunteers. If this value was included the Statement of Financial Activities would be revised with both income and expenditure increasing by £81,790.

#### 4 Income from other trading activities

	2024 £	2023 £
Social enterprise	8,276	-
Other	6,106	1,858
	<u>14,382</u>	<u>1,858</u>

Income from other trading activities was £14,382 (2023: £1,858) of which all of it was attributable to unrestricted funds.

## Anawim – Birmingham’s Centre for Women

### Notes to the Financial Statements

Year Ended 31 March 2024

#### 5 Income from investments

	2024 £	2023 £
Dividends - equities	4,098	7,904
Interest - fixed interest securities	7,105	3,037
	<u>11,203</u>	<u>10,941</u>

Income from investments was £11,203 (2023: £10,941) of which £nil (2023: £7,904) was attributable to restricted and £11,203 (2023: £3,037) was attributable to unrestricted funds.

#### 6 Analysis of expenditure on charitable activities

Charitable activities	Direct costs		Support costs 2024 £	Total 2024 £
	Staff 2024 £	Other 2024 £		
Project Management	459,204	133,496	37,264	629,964
Central Services	138,099	22,533	26,999	187,631
Prison Inreach	192,504	28,183	26,645	247,332
Criminal Justice	172,625	24,638	40,916	238,179
Probation	221,292	34,691	32,210	288,193
Dawn House	215,515	14,560	4,521	234,596
Mental Health	168,624	20,255	-	188,879
Counselling	8,710	23,658	8,722	41,090
Hardship & Courses	-	-	-	-
	<u>1,576,573</u>	<u>302,014</u>	<u>177,277</u>	<u>2,055,864</u>

Charitable activities 2023	Direct costs		Support costs 2023 £	Total 2023 £
	Staff 2023 £	Other 2023 £		
Project Management	385,313	33,081	10,881	429,275
Central Services	252,268	24,599	54,528	331,395
Prison Inreach	317,081	35,357	33,971	386,409
Criminal Justice	172,979	33,783	45,076	251,838
Probation	151,515	29,212	25,438	206,165
Dawn House	263,580	34,118	-	297,698
Mental Health	158,826	39,664	-	198,490
Counselling	24,098	19,964	8,264	52,346
Hardship & Courses	-	24,261	1,467	25,728
	<u>1,725,660</u>	<u>274,059</u>	<u>179,625</u>	<u>2,179,344</u>



## Anawim – Birmingham’s Centre for Women

### Notes to the Financial Statements

Year Ended 31 March 2024

#### 7 Allocation of support costs

	2024 £	2023 £
Staff costs	62,669	7,809
Travel and subsistence	1,495	5,135
Training	3,903	6,900
General office costs	39,276	43,269
Property costs	28,985	43,208
Governance	35,461	29,381
Other	5,488	43,923
	<u>177,277</u>	<u>179,625</u>

#### 8 Governance costs

	2024 £	2023 £
Auditor’s remuneration (including expenses and benefits in kind) 10	17,160	18,900
Legal fees	18,206	10,481
Other	95	-
	<u>35,461</u>	<u>29,381</u>

#### 9 Net income / (expenditure) for the year

Net income / (expenditure) is stated after charging / (crediting):

	2024 £	2023 £
Depreciation of tangible fixed assets	48,462	47,070
Operating lease rentals	28,429	26,286
(Profit) / loss on fair value movement of investments	(4,934)	10,943
	<u></u>	<u></u>

#### 10 Auditor’s remuneration

The auditor’s remuneration amounts to an audit fee of £17,160 (2023: £18,900).

#### 11 Trustees’ and key management personnel remuneration and expenses

One Trustees received remuneration of £451 in the current year in relation to consultancy services (2023: One Trustee received £480).

The total amount of employee benefits received by key management personnel is £528,040 (2023: £514,417). The charity considers its key management personnel comprise senior management team.

The Trustees did not have any expenses reimbursed during the year (2023 - £Nil).

## Anawim – Birmingham’s Centre for Women

### Notes to the Financial Statements

#### Year Ended 31 March 2024

#### 12 Staff costs and employee benefits

The average monthly number of employees and full time equivalent (FTE) during the year was as follows:

	2024 Number	2024 FTE	2023 Number	2023 FTE
Service delivery	52	40	60	60
Project management	13	11	11	11
	<u>65</u>	<u>51</u>	<u>71</u>	<u>71</u>

The total staff costs and employee benefits were as follows:

	2024 £	2023 £
Wages and salaries	1,371,351	1,518,007
Social security	122,316	132,628
Defined contribution pension costs	64,812	66,021
Redundancy payments	18,094	9,004
	<u>1,576,573</u>	<u>1,725,660</u>

No employees received total employee benefits (excluding employer pension costs) of more than £60,000 in either 2024 or 2023.

#### 13 Tangible fixed assets

	Investment properties £	Furniture and fixtures £	Total £
Cost:			
At 1 April 2023	1,315,218	118,752	1,433,970
Additions	4,968	8,441	13,409
At 31 March 2024	<u>1,320,186</u>	<u>127,193</u>	<u>1,447,379</u>
Depreciation:			
At 1 April 2023	182,743	74,707	257,450
Charge for the year	29,889	18,573	48,462
At 31 March 2024	<u>212,632</u>	<u>93,280</u>	<u>305,912</u>
Net book value:			
At 31 March 2024	<u>1,107,554</u>	<u>33,913</u>	<u>1,141,467</u>
At 31 March 2023	<u>1,132,475</u>	<u>44,045</u>	<u>1,176,520</u>

## Anawim – Birmingham’s Centre for Women

### Notes to the Financial Statements

#### Year Ended 31 March 2024

##### Tangible fixed assets (continued)

Anawim has signed a mortgage deed in favour of The JABBS Foundation over the lease and buildings known as Dawn House. The mortgage was a condition of the grant agreement which provided the funding for the building and staffing of Dawn House. A proportion of this grant might become repayable if the accommodation service at Dawn House is not continued for a period of 10 years. The Trustees regularly review the terms of the grant and do not anticipate that any funds will fall due for repayment under the mortgage.

#### 14 Fixed asset investments

	2024 £	2023 £
Market value as 1 April 2023	94,803	205,746
Disposal	-	(100,000)
Gain/(Loss) on investments	4,934	(10,943)
Market value at 31 March 2024	<u>99,737</u>	<u>94,803</u>
Investments at fair value comprise:		
	2024 £	2023 £
Equities	94,817	94,349
Cash within investment portfolio	4,920	454
	<u>99,737</u>	<u>94,803</u>

The historical cost of investments at 1 April 2023 was £100,000.

#### 15 Debtors

	2024 £	2023 £
Grant debtors	213,413	299,785
Prepayments and accrued income	211,297	60,465
	<u>424,710</u>	<u>360,250</u>

## Anawim – Birmingham’s Centre for Women

### Notes to the Financial Statements

#### Year Ended 31 March 2024

#### 16 Creditors: amounts falling due within one year

	2024 £	2023 £
Trade creditors	35,594	23,463
Other tax and social security	24,325	28,174
Other creditors	17,993	31,777
Accruals and deferred income	560,505	68,148
	<u>638,417</u>	<u>151,562</u>

#### 17 Leases

Operating leases - lessee

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

	2024 £	2023 £
Not later than one year	32,376	21,209
Later than one and not later than five years	23,782	83,590
Later than five years	267,250	431,266
	<u>323,408</u>	<u>536,065</u>

#### 18 Deferred income

	2024 £	2023 £
At 1 April 2024	20,000	20,000
Additions during the year – for release within one year	537,380	20,000
Amounts released to income	(20,000)	(20,000)
At 31 March 2024	<u>537,380</u>	<u>20,000</u>

Income represents funding income received in advance.



## Anawim – Birmingham's Centre for Women

### Notes to the Financial Statements

#### Year Ended 31 March 2024

#### 19 Fund reconciliation

##### Unrestricted funds

	1 April 2023 £	Income £	Expenditure £	Transfers £	31 March 2024 £
General funds	362,032	130,214	(177,997)	(6,640)	307,609
<b>Designated funds</b>					
CEO Salary Designation	87,519	-	-	-	87,519
Fixed Assets Fund	1,176,520	-	(48,462)	13,409	1,141,467
	<u>1,626,071</u>	<u>130,214</u>	<u>(226,459)</u>	<u>6,769</u>	<u>1,536,595</u>

	1 April 2022 £	Income £	Expenditure £	Transfers £	31 March 2023 £
General funds	350,632	178,467	(194,408)	25,341	362,032
<b>Designated funds</b>					
CEO Salary Designation	117,510	-	(29,991)	-	87,519
Fixed Assets Fund	1,216,975	-	-	(40,455)	1,176,520
Abuse and Sexual Violence work	69,271	-	(69,271)	-	-
	<u>1,754,388</u>	<u>178,467</u>	<u>(291,670)</u>	<u>(15,114)</u>	<u>1,626,071</u>

The designated fund was originally set up with a transfer of £200,000 which related to the donation from the sisters of Fairlight Trust (now called The English Province of Our Lady of Charity of the Good Shepherd). It was to be used for the salary of the CEO and to ensure the vital work around the drop-in service, domestic abuse and sexual violence could continue in the event that no other funding can be found. The drop-in service is fully funded from other restricted grants so the remaining balance of designated funds £87,519 should be maintained to cover the CEO salary when necessary.

Fixed assets relating to Dawn House were designated in the year as these are to be used to fulfil Anawim's charitable objectives.

**Anawim – Birmingham’s Centre for Women**

**Notes to the Financial Statements**

**Year Ended 31 March 2024**

**Restricted funds**

	1 April 2023 £	Income £	Expenditure £	Transfers £	31 March 2024 £
Barrow Cadbury	-	31,000	(29,043)	-	1,957
BCC (Public Health)	-	20,000	(18,558)	-	1,442
Big Lottery	3,293	-	(3,371)	78	-
Birmingham City Council	-	51,622	(4,593)	(16,526)	30,503
Changing Lives	19,963	249,178	(249,638)	(1)	19,502
Crisis	4,606	-	(9,541)	4,935	-
Energy Redress Scheme	-	2,037	-	-	2,037
Fairer Futures Fund	-	8,748	(7,179)	-	1,569
General Donation- Food Bank	-	6,140	(5,532)	-	608
Goldsmiths	33,424	-	(16,324)	(17,100)	-
Groundwork UK (Centre garden)	-	1,355	(578)	-	777
Hardship	22	-	-	-	22
Henry Smith	39,215	20,000	(64,565)	5,350	-
IAPT	-	2,530	(2,530)	-	-
JABBS	274,746	456,331	(595,980)	323	135,420
JD Neighbourly	-	5,000	-	-	5,000
John Lewis (Women's Christmas party)	-	1,444	(1,179)	-	265
John Laing Foundation	-	1,000	(746)	-	254
Mental Health - Community PD	-	15,000	-	-	15,000
MOJ	-	150,000	(175,448)	25,448	-
National Lottery	-	-	(2,092)	2,092	-
Nationwide	-	60,000	(3,724)	-	56,276
NHS England	46,891	398,342	(350,067)	(1)	95,165
NPS	-	11,329	(10,619)	-	710
Our Lady Of Charity	-	17,000	(17,000)	-	-
Penny Appeal	7,578	-	(7,491)	-	87
Service Charge	-	210	-	-	210
Sewing Machine	221	-	-	(221)	-
Sheepdrove	25,189	35,000	(34,757)	-	25,432
West Midlands Police	-	188,395	(195,123)	6,920	192
WMPCC	-	2,600	-	-	2,600
Women In Prison (Community connect)	-	41,412	(37,993)	-	3,419
Other restricted grants	13,132	-	-	(13,132)	-
	468,280	1,775,673	(1,843,671)	(1,835)	398,447

## Anawim – Birmingham's Centre for Women

### Notes to the Financial Statements

#### Year Ended 31 March 2024

#### Restricted funds (continued)

	1 April 2022 £	Income £	Expenditure £	Transfers £	31 March 2023 £
Barrow Cadbury	6,953	15,000	(19,038)	(2,915)	-
Big Lottery	-	10,000	(6,707)	-	3,293
Birmingham City Council	-	50,733	(50,733)	-	-
Changing Lives	19,972	180,719	(180,728)	-	19,963
Charity shop	-	358	(778)	420	-
Charles Haywood	3,222	-	(3,222)	-	-
Community PD	-	15,000	(15,000)	-	-
Crisis	-	25,000	(20,394)	-	4,606
Energy Redress Scheme	-	2,721	(2,721)	-	-
General Donation- Food Bank	825	-	(825)	-	-
Goldsmiths	7,522	50,000	(24,098)	-	33,424
Hardship	1,008	337	(1,323)	-	22
Henry Smith	26,899	120,000	(107,684)	-	39,215
Holy Society Child Jesus	-	10,000	(10,000)	-	-
IAPT	-	14,285	(22,550)	8,265	-
JABBS	190,916	712,916	(629,086)	-	274,746
MOJ	-	24,658	(25,733)	1,075	-
National Lottery	-	-	-	-	-
Nationwide	-	-	-	-	-
NHS England	47,129	378,645	(385,804)	6,921	46,891
NPS	2,203	12,879	(15,082)	-	-
Our Lady Of Charity	-	17,000	(17,000)	-	-
Penny Appeal	-	19,110	(11,532)	-	7,578
Public Health	7,416	-	(7,416)	-	-
Service Charge	-	310	(310)	-	-
Sewing Machine	-	221	-	-	221
Shaw Trust	5,948	23,128	(29,131)	55	-
Sheepdove	29,268	35,000	(39,079)	-	25,189
The Pilgrim Trust	10,000	-	(10,000)	-	-
West Midlands Police	-	164,967	(166,260)	1,293	-
William Cadbury	-	20,000	(20,000)	-	-
WIP (Lloyds)	-	4,000	(4,000)	-	-
Women In Prison (Tampon Tax)	-	74,223	(74,223)	-	-
Other restricted grants	5,695	7,437	-	-	13,132
					-
	364,976	1,988,647	(1,900,457)	15,114	468,280

**Birmingham Solihull Mental Health Foundation Trust** provides the funding for Anawim workers in the CAMEO Unit at HMP Foston and have provided funding for Anawim to work with women in a transition programme to help them move on from their secure unit. BSMHFT also provide funding for our Liaison and Diversion work, as well as the Blended Service based at Ardenleigh Hospital.

## **Anawim – Birmingham's Centre for Women**

### **Notes to the Financial Statements**

**Year Ended 31 March 2024**

#### **Restricted funds (continued)**

**JABBS Foundation** supports Anawim with funding towards the project management team and the Head of Development role. They also provided funds for the on-site residential unit Dawn House and for the specialist roles with the service. They provide funding for the development of the Women's Risk Needs Assessment Tool (WRNA).

**West Midlands Police & Crime Commissioner** provide a grant for New Chance Early Intervention project with the aim to work with women to divert them away from the criminal justice system. They also provided funds to support a domestic violence specialist in our central services team and a victim's fund to support drop-in.

**Changing Lives** funding is for the community rehabilitation service team

**Barrow Cadbury Trust** Support for the Women's involvement work & CEOs role in policy and development work.

**Ministry of Justice** One off grant to support with funding our core costs.

**Henry Smith** have given funding for our multiple and complex needs work including family support and also help to fund our Drop In service.

**Birmingham City Council** have given funding to help women needing support with domestic violence.

**Public Health** have provided funding towards our counselling service.

**Fairer Futures (BVSC)** funded a 12-month trauma for our women.

**Our Lady of Charity** contributes towards the Finance Manager role.

**HMPPS - Creating Community Connections** to work with women in prison

**Goldsmiths** allowed us to keep an underspend on the previous year's funding to contribute towards core costs.

**Nationwide** gave a grant to help fund our Drop In Services.

**Women In Prison (Community Connections)** funded a caseworker to work with women in HMP Foston prison with enrichment activities.

**Sheepdrove** an annual grant to provide a resettlement worker.

**Transfers** During the year there were transfers from unrestricted funds to restricted funds to cover underfunded salaries and expenditure, and transfers for fixed assets that were purchased using restricted funds.

## Anawim – Birmingham's Centre for Women

### Notes to the Financial Statements

Year Ended 31 March 2024

#### 20 Analysis of net assets between funds

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
Fixed assets	1,141,467	-	1,141,467
Investments	99,737	-	99,737
Current assets	933,808	398,447	1,332,255
Current liabilities	(638,417)	-	(638,417)
Total	1,536,595	398,447	1,935,042

The assets held in the restricted funds are short term deposits in recognition that they are planned to be spent in the near future.

#### 21 Reconciliation of net income / (expenditure) to net cash flow from operating activities

	2024 £	2023 £
Net income / (expenditure) for year	(159,309)	(25,013)
Dividends received	(4,098)	(7,904)
Interest receivable	(7,105)	(3,037)
Depreciation of tangible fixed assets	48,462	47,071
(Gains) / losses on investments	(4,934)	12,783
(Increase) in debtors	(64,460)	(204,060)
Increase in creditors	486,855	35,892
Net cash flow from operating activities	295,411	(144,268)

#### 21A Analysis of changes in net debt

	2023 £	Cash flows £	2024 £
Cash and cash equivalents	614,340	293,205	907,545
Total net debt	614,340	293,205	907,545

#### 22 Pensions and other post-retirement benefits

##### Defined contribution pension plans

The charity operates a defined contribution pension plan for its employees. The amount recognised as an expense in the period was £64,812 (2023: £66,021).

The defined contribution liability is allocated to unrestricted funds.



## Anawim – Birmingham's Centre for Women

### Notes to the Financial Statements

#### Year Ended 31 March 2024

#### 23 Related party transactions

Anawim was previously a project of The English Province of Our Lady of Charity of the Good Shepherd charity registration number 264140 which transferred the assets and liabilities and activities relating to the project to a new charity, Anawim – Birmingham's Centre for Women from 1 April 2020 as detailed within note 2. This Charity provided the services of the sisters who work in the project and financial support towards the finance manager salary.

Trustee remuneration and expenses have been disclosed in note 11.

#### 24 Prior year Statement of Financial Activities

	Note	2023			Total £
		Unrestricted funds £	Designated funds £	Restricted funds £	
<b>Income and endowments from:</b>					
Donations and legacies	2	173,572	-	-	173,572
Charitable activities	3	-	-	1,980,473	1,980,743
Other trading activities	4	1,858	-	-	1,858
Investments	5	3,037	-	7,904	10,941
<b>Total income and endowments</b>		<b>178,467</b>	<b>-</b>	<b>1,988,647</b>	<b>2,167,114</b>
<b>Expenditure on:</b>					
Charitable activities	6	179,625	99,262	1,900,457	2,179,344
<b>Total expenditure</b>		<b>179,625</b>	<b>99,262</b>	<b>1,900,457</b>	<b>2,179,344</b>
Net gains / (losses) on investments	14	(12,783)	-	-	(12,783)
<b>Net income / (expenditure)</b>		<b>(13,941)</b>	<b>(99,262)</b>	<b>88,190</b>	<b>(25,013)</b>
<b>Transfers between funds</b>		<b>25,341</b>	<b>(40,455)</b>	<b>15,114</b>	<b>-</b>
<b>Net movement in funds</b>	19	<b>11,400</b>	<b>(139,717)</b>	<b>103,304</b>	<b>(25,013)</b>
<b>Reconciliation of funds:</b>					
Total funds brought forward	19	350,632	1,403,756	364,976	2,119,364
<b>Total funds carried forward</b>	19	<b>362,032</b>	<b>1,264,039</b>	<b>468,280</b>	<b>2,094,351</b>