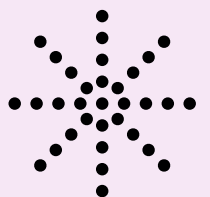


Anawim – Birmingham's  
Centre for Women  
Limited  
Annual Report and  
Financial Statements  
Year Ended 31 March  
2025

**Anawim**  
Birmingham's Centre for Women



Anawim – Birmingham's Centre for Women  
228 Mary Street, Balsall Heath, Birmingham,  
B12 9RJ.  
0121 440 5296  
[anawim.co.uk](http://anawim.co.uk)



**Anawim – Birmingham's Centre for Women Limited  
Annual Report and Financial Statements  
Year Ended 31 March 2025**

Charity registration number: 1159706  
Company registration number: 09322109

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

## **Annual Report and Financial Statements**

**Year Ended 31 March 2025**

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

### **Charity Reference and Administrative Details**

#### **Year Ended 31 March 2025**

<b>Charity registration number</b>	1159706
<b>Company registration number</b>	09322109
<b>Chief executive</b>	Joy Doal MBE
<b>Trustees</b>	Katherine Badman – appointed 12 December 2024 Harriet Bignell Gemma Birkett – appointed 12 December 2024 Jennifer Brown – appointed 12 December 2024 Anne Josephine Carr – resigned 17 April 2025 Peter Fahy – appointed 12 December 2024 Monica Ghai – resigned 12 December 2024 David Heath Janet Hemlin – resigned 12 December 2024 Siobhan Hughes – resigned 17 April 2025 Rosemary Kean – resigned 17 April 2025 Hazel Kemshall – resigned 5 August 2024 Margaret Lynch – appointed 12 December 2024, resigned 17 April 2025 Sabreena Mahroof – appointed 12 December 2024 Sheila McGrath Fiona McTaggart Paula Ann Mitchell Lynne Moran – resigned 21 July 2024 Ahmad Mortazavi Rehana Ali – appointed 13 November 2025 Katherine Brown – appointed 13 November 2025 Alphonsine Kabagabo – appointed 13 November 2025
<b>Senior management team</b>	Chief Operations Officer - Donna Lewis Head of Development – Anna Mekanjuola Head of Services - Gina Graham Finance Managers – Amelia Tankard, Midhat Riaz Trusts & Foundations Manager - Emily Johnson Volunteer & Counselling Manager - Hannah Johnson HR & Centre manager – Iona Clayton Data & Systems manager – Lisa McHugh Service managers - Katie Dixon, Rachel Harris, Megan Heath, Charlotte Taylor, Gurpreet Samara, Sarah Moore
<b>Company secretary</b>	Thomas Cadman
<b>Registered office</b>	228 Mary Street Balsall Heath Birmingham B12 9RJ

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

### **Charity Reference and Administrative Details**

**Year Ended 31 March 2025**

<b>Auditor</b>	Dafferns Audit Limited 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 2025**

The Trustees submit herewith the report and financial statements of Anawim – Birmingham Centre for Women (Anawim) for the year ended 31 March 2025. The financial statements have been prepared in accordance with the accounting policies set out on pages 25-27 and comply with The Charities Act 2011 and the Statement of Recommended Practice for charities (SORP 2015) (Second edition effective 1 January 2019).

#### **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.

#### **Note from the Chair of Anawim’s Trustees**

The Board has seen a considerable amount of change this year. With the support of the Company Secretary, the Board has reviewed the Articles of Association and restructured the committee system. Lynne Moran stood down as Chair of the Board, having served for a number of years, together with the Deputy Chair Janet Hemlin. As a Board we extended our thanks to them for their service through some testing times. I took over as Chair in November with David Heath as Deputy Chair.

Monica Gai stood down as trustee, having come to the end of her term and Siobahn Hughes and Hazel Kemshall both resigned for personal reasons. Again, we extend our thanks to them for their support. We advertised for new trustees and following interviews we were able to appoint Kat Badman, Gemma Birkett, Jennifer Brown, Sabreena Mahroof and Peter Fahy to the Board. We continue to seek diversity in our trustees, to better represent the women Anawim serves. Both Anawim’s Foundation Partners have indicated their intention to step back from the Board as a result of changing circumstances. We will continue to partner with Father Hudson’s Caritas on any relevant joint projects. We also still have a link through Peter Fahy who is also a member of Father Hudson’s trustees. Sister Anne Josephine, Sister Rosemary Keane and Sister Margaret Hyde of the Sisters of Our Lady of Charity of the Good Shepherd [OLCGS] have also stepped down but assure us they remain committed to Anawim’s work and ethos. This is a big change, as Anawim was founded almost forty years ago by sisters of OLGC. We will be celebrating this anniversary next year. Meanwhile Joy has assured the Sisters and Archbishop Longley that Anawim will stay true to the underpinning values of the Catholic ethos.

We have had four Board meetings this year, and a very successful Away Day, held in February. Unfortunately, the May Board meeting had to be cancelled as we would have been inquorate. Meetings have continued to be a mix of in-person meetings and on-line meetings. We approved a deficit budget again this year, but the financial situation has improved over this financial year, particularly thanks to the hard work of the project and finance team. While the funding climate remains challenging Anawim has won some very significant funding bids. Nevertheless, we do face a potential financial cliff edge in March 2026, so will need to continue to be very vigilant. The NHS is projected to rent the Dawn House premises as a step-down facility for Ardenleigh. This should be a win-win situation with the NHS rent contributing to our finances while providing easy access for the women concerned to Anawim’s courses. Unfortunately, we have had to give up the charity shop premises in Moseley but are opening a shop on the Anawim site and are also active with online sales.

## Anawim – Birmingham's Centre for Women

### Trustees' Annual Report Including Directors Report

#### Year Ended 31 March 2025

Trustees continue to work in partnership with Anawim staff and we are always impressed by their expertise and commitment. We also celebrate the contribution made by volunteers, who bring a wealth of diverse skills to the project.

Finally, thank you to everyone, staff and trustees for your support, energy and hard work over this year.



Sheila McGrath

#### Overview of the year from CEO

An incredible 2119 individual women were supported by Anawim in some capacity between April 24 – March 25, an increase of 375 on the year before. 1366 of these were women caught in the criminal justice system. Our drop-in provision has continued to thrive secured by a large grant from National Lottery Community Fund; this has been match funded now from other trusts and foundations. Demand for this service continues to grow with 1371 visits made by 549 women 1132 food or toiletry parcels were given out, 385 of these women were subjected to abuse. Poverty, abuse, mental health and accommodation remain the main presenting needs. We have continued to work to 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 (WRNA) Effective Women's Centre project which is developing the evidence gained from the WRNAs. The WRNA is a comprehensive trauma informed, gender responsive risk, needs and strengths assessment designed specifically to be used with criminal justice involved women. It is the only validated, peer-reviewed risk and needs instrument in the public specifically designed by and for system-impacted women. The WRNA drives a comprehensive, holistic case-plan designed to enable frontline professionals to work alongside women in a way that best accounts for their specific needs and strengths and which mitigates risk. This is crucial to recognise among the people we work with in order to enhance motivation and case planning strategies. The WRNA backs up what we already knew – that trauma is at the root of women's offending. These offences are more likely to begin earlier in life, often as an escape from that trauma and victimisation.

We have continued to work alongside the OPCC, Ministry of Justice, HMCTS and Probation on 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. 124 women were referred onto this sentence this year and 7 have graduated.

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 and learning. We have expanded our national voice & profile, joining up more with other partners to have a unified voice.

We continue to embed improvements to IT and systems, maintaining Cyber Essentials Plus and IASME and 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 engaged, along with other partners this year including Level Up and Birth Companions on the issue of pregnant women in prison and the increasing crime of Assault of an Emergency worker.

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

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 gave us valuable training into our Senior management team.



Joy Doal, CEO

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

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

#### **Year Ended 31 March 2025**

##### **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 6 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 Trustees confirm that they have referred to the guidance contained in the Charity Commission’s general guidance on public benefit when reviewing Anawim’s aims and objectives and in planning future activities.

##### **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 39 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 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 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 549 women over 1371 visits. 16% of women presented with accommodation needs, 33% are suffering with current or historic domestic, 20% of women are experiencing financial challenges, women with financial needs, 27% disclosed mental health needs up from 15%.



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

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

#### **Year Ended 31 March 2025**

##### **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.

Early finding from the WRNA show parenting as the highest need so this provision is nowhere near enough. We currently have no specialist in this area.

5 children were returned

18 were working towards return, improved contact

11 women completed the Parenting course

104 women had positive outcomes around their children and families.

18 women improved their contact with children in care.

92 women accessed support around children.

34 women completed the Confidence course over 36 sessions

##### **DOMESTIC ABUSE**

Anawim has just one dedicated Independent Domestic Abuse Advisor, however across our services we directly supported 137 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.

A further 451 women had access to the Domestic Abuse Toolkit in HMP Drake Hall through Community Connections which is a national partnership of women's centres aiming to connect women in prisons with vital specialist community support services. It makes sure every woman in prison is connected to their local women's centre or relevant specialist services with the help of prisoners who are trained as Champions.

##### **HOUSING**

Anawim's Accommodation Specialist Lead has supported 48 women over the year, through 233 visits. She maintains a comprehensive directory of 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 Governments promises of new social housing will materialise.

##### **DAWN HOUSE**

Dawn House has remained closed to residents while we negotiate with Birmingham & Solihull Mental health Foundation Trust to utilise it as step down accommodation from Ardenleigh hospital

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

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

#### **Year Ended 31 March 2025**

##### **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 77 women in total.

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. Miriam has now qualified as 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 from a shortage of officers, the rate of self-harm has rocketed in women’s prisons over the last ten years and is now more than 8.5 times higher than in men’s. This is in part because vulnerable and severely mentally ill women are being sent to prison because of a lack of community alternatives.

##### **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 4 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 381 referrals this year, more than 3 times increase.

14% of the women referred to New Chance achieved positive outcomes in relation to skills and engagement. 22% also achieved outcomes in relation to their mental/physical health and wellbeing, 20% of women achieved positive outcomes regards to children, families and relationships, 4% achieved positive outcomes relating to domestic abuse, 1 % achieved positive outcomes around finance.

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

Anawim has two workers supporting all women referred specifically through this Service (CJVS). 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 CJVS 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.

## Anawim – Birmingham's Centre for Women

### Trustees' Annual Report Including Directors Report

#### Year Ended 31 March 2025

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. Over the last 12 months, 123 women were referred to Anawim through the CJVS.

- 62% made positive outcomes around health and wellbeing
- 4% around accommodation
- 1% with substance misuse
- 15% with domestic abuse
- 1% around improved confidence and self-esteem
- 9% with skills and engagement

#### COMMUNITY REHABILITATION SERVICE

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 this 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.
- **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 171 women were supported to complete their sentences by our team of 8 caseworkers, 64 were supported in custody, 19 on licence after release from prison and resettled into the community. The majority are aged between 26 & 45 years of age 64%, 73% describe themselves as white, 85 women 24% reported self-harm 38 11% self-neglect and a massive 117 women reported using substances. Only 27% 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 11%, acquisitive crime was 2<sup>nd</sup> highest at 10%. The cost-of-living crisis has disproportionately affected women, 55% 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 35% of those women had served previous custodial sentences and 7% had been on remand. 22 % 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 women either in prison or through the gate back into the community, through our prison in-reach or Community Rehabilitation Service (CRS). We have 2 Community Rehabilitation Service workers.

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.

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

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

#### **Year Ended 31 March 2025**

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 our free counselling 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 project run in 7 prisons aiming to support women in custody who have suffered domestic abuse via in depth one to one support or ad hoc support such as signposting. We have one link worker in HMP Foston Hall who is able to use her skills to support women in a trauma informed way and help women link in with their local women's centre and services on release. Hence continuing support on release addressing domestic abuse issues and root causes is key in reducing reoffending. She is assisted by champions who are trained up from among the prisoners.

The support includes multiple agencies, including probation, other women's centre colleagues, CRS providers from Nottingham, Derby, Stoke and Birmingham, Reconnect, PACT and Birth Companions.

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 champions interacting with 451 women over the last year.

#### **SUBSTANCE MISUSE**

We only had a specialist worker in this post 10/07/24 – 06/01/25 as this post has been a challenge to recruit, but fortunately she was promoted to manager to cover maternity for the Central services manager, so we didn't lose her expertise in this area. She has maintained the good links we have with the commissioned services in the city. Drop-in supported 22 women with their substance misuse and 23 were case worked by the substance misuse specialist. We had 383 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. We offer face to face, online and telephone counselling to ensure counselling is accessible according to each woman's circumstances.

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. The lottery funding has enabled us to expand the Counselling Coordinator role from 10 to 24 hours per week; meaning more assessments can take place. The Counselling Coordinator role is now shared between two qualified counsellors and one of the coordinators is exploring Walking Therapies as an alternative option for counselling; meaning we can offer more sessions without the issue of limited room availability and offering an option to support our women getting out into nature.

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

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

#### **Year Ended 31 March 2025**

It has also meant that we now run an anxiety and depression course that we offer to the women on our counselling waiting list; giving them understanding and coping tools whilst they wait for their allocation. This also ensures that we are managing the risk of women sat on the waiting list as this can be up to 6months. 173 referrals were made for counselling within this year.

One of our counselling students is also a yoga therapist and is running a drop-in group for Mind Body Connection as an alternative form of support for women on the waiting list who do not feel comfortable talking in a group setting.

#### **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 a popular course 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 trans diagnostically with a focus on integrating psychology, neurobiology and evolution research. CFT addresses 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  
40 women completed the Regulating Emotions & Dealing with Distress course  
27 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 39 women during this financial period.

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.

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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 22 volunteers contributing 79 hours each week towards our work. The monetary value of this contribution equates to £50,159 per year, based on an average of equating the UK minimum wage per hour for each of the volunteer’s time. However, we have a qualified psychologist, counsellors, and course 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. Volunteers are included in our events and training and are made to feel part of the team. They are on 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. 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. This can be an important value-based activity to sustain their wellbeing, provide valuable work-based experiences and ensure their expertise from experience is drawn upon and heard within Anawim.

Champions support across the centre and within our Moseley shop, enabling them to grow in confidence and learn vital skills for employment in a safe and familiar environment. We currently have 5 open active champions with a waiting list of 10+.

We also have been developing a peer mentor programme. This is a next step and progression from champions. We are working in partnership with Phoenix Psychology developing, delivering and evaluating the programme, ensuring it is trauma informed and psychologically safe. This is to enable our women to progress and develop on their knowledge and experiences within the centre, to work more closely with members of our staff team providing personal support to other women accessing the centre. This relational model of intervention will aim to facilitate engagement and retention.

All peer mentors are supported through line management, group reflection practice and individual Clinical Supervision. We currently have 5 peer mentors supporting different teams across Anawim.

Volunteers are a huge part of the yellow pillar on our Strategy, and we encourage volunteers to apply for paid roles within Anawim as part our recruitment model and have a number of staff who were previously volunteers. Within this financial year we have had one volunteer who became a staff member, and a Champion that became a volunteer. 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, which will now be moving

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onto our premises and will also act as a clothes bank, which will be run by volunteers. Due to our Moseley shop closing, our shop manager is taking on the role of Volunteer Coordinator – this role will be centre based and dedicated to continuing to grow volunteer opportunities. One of the ways we’re doing this is through a Volunteer Rep working group; made up of dedicated Volunteer Reps from each team, who will be responsible for their volunteers. This will give a well-rounded experience for volunteers; whilst giving our staff opportunities to grow their skills by being part of the interview panels and delivering supervision.

This runs alongside the work our Coordinators team are doing around hosting students; enabling us to have one student per team, who is studying in a relevant field and can support with caseloads.

#### **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, and the Criminal Justice Vulnerability Service (formerly liaison & diversion) to continue and flourish. None would be possible without the support of the 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.

Anawim staff regularly attend a range of forums including

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

We took part in consultations and meetings discussing strategy including contributing to the Police and Crime Plan, the Independent Sentencing Review, End Violence Against Women Coalition and many more.

We are active members of the national Women’s Justice Coalition and work on campaigns regularly with many partners in the sector to improve the lives of the women we support

#### **THANK YOU**

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

**Albert Gubay** – counselling

**Aurum Charitable Trust** - core

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

**Birmingham City Council** – Drop-in and Central services

**Our Lady of Charity and the Good Shepherd** - Core costs (contribution towards Finance Manager)

**Groundworks** – Foodbank and garden

**Garfield Weston** – core

**Hadley Trust** - caseworker

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

**HMPPS** - Creating Community Connections

**The JABBS Foundation** –Supporting our specialist workers, the development of the Women’s Risk Needs Assessment Tool, Project Management and development

**John Armitage Charitable Trust** - core

**Ministry of Justice** - Support for Core running costs

**Ministry of Justice via Changing Lives** - Community Rehabilitation Service

**The National Lottery, Reaching Communities** - drop in & counselling services

**Nationwide Community Foundation** – Drop-in services

**NHS England** - CAMEO Unit, Criminal Justice Recovery, ACCESS, Community Personality Disorder pathway and Blended Services at Ardenleigh Mental Health Services

**Public Health** - counselling

**The Sheepdrove Trust** - Prison in-reach

**Victim’s Fund** Drop-In

**West Midlands Police and Crime Commissioner** - New Chance, IDVA Support and Intensive Supervision Court

**Skipton Building Society** – funding for outdoor furniture for the Women’s Garden

**BSWA (Household Fund)** – funding to supply our Women with white goods and household items

**The Triangle Trust** – Venus project for young women aged 18-24

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:

- ARC Alarms 15
- ASH Waste Services
- BPH Windows
- Bob's Business
- Bournville School
- Karen Butler
- Christine Balogun
- Cathedral Hygiene
- Century Secure Group
- The Clock Pub Balsall Heath
- Joanne Corkery
- Deb Day Sewing Room
- Devereux Data
- Edgbaston Foundation @ Edgbaston Cricket Ground
- Evastore
- FirstcomEurope
- Gowling WLG
- GW Electrical
- Hare of the Dog Comedy
- IBIT Solutions
- The Jungle Club, Moseley
- Kenilworth and District Soroptimists
- Nordomatic
- Northbridge Digital Ltd
- Olton Friary R C Church



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- Paul Butler Health and Safety
- Price Waterhouse Coopers
- Phoenix Psychological Services Ltd
- Safeguard Pest Control
- Seventh Circle – Artworks & Aesthetics Ltd.
- Students at Birmingham City University
- Sutton Coldfield Soroptimists
- Solihull Soroptimists
- Tata Technologies –Leamington Spa
- University of Birmingham

#### **Fundraising Regulator Statement of Compliance**

Anawim does not contract with a third party to undertake any fundraising on its behalf. We have received no fundraising complaints during the year.

#### **Financial Review**

##### **Summary**

The accounts cover all activities controlled by the Charity.

During the year to 31 March 2025, Anawim received income of £2,171,640 (2024: £1,905,887) and incurred total expenditure of £2,262,297 (2024: £2,070,130). The Charity saw a decrease in its total funds of £93,803 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 increase in income compared to the prior year can be attributed to a successful fundraising strategy which has secured several new grants during the year. We were also awarded the lead partner within the New Chance project with WMPCC whereby we directly co-ordinated referrals to the project for which we received additional funding. The increase in expenditure can mainly be attributed to rising staff costs and operational costs due to inflationary increases.

At 31 March 2024 the Charity held cash and bank deposits of £599,353 (2024: £907,545) and investments of £96,591 (2024: £99,737). Investment income fell in the latter part of the year due to increases in inflation and fluctuating market conditions affecting the portfolio of investments.

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**

Following the annual review, the Board has established a 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 2025 the reserves policy was complied with and free reserves equated to around twelve 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.

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

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##### **Investment Policy**

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

A donation from The Fairlight Trust in 2017 led to the Board of Trustees investing 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, further capital of £100,000 was released from the investment portfolio. At 31 March 2025, the fair value of the investment portfolio is £96,591, falling below the nominal value due to unrealised losses. While losses are not desired, given the general state of the economy and investment markets, the trustees consider the performance of the investment to be satisfactory. Income of £4,120 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.

##### **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 with a new government who have inherited a difficult economic situation and many years of austerity which have damaged services many irrevocably. The changes to Employer’s National Insurance contributions due to come into effect in the next financial year have added an additional £70k to Anawim’s payroll budget. This additional burden will have to be managed carefully however, we have been fortunate that many of our funders have responded with an uplift for 2025/2026 to help ease the burden this rise creates and to minimise the use of reserves to bridge the gap.

Following recent further investment in Anawim’s fundraising and development capacity, Anawim has developed and is now implementing an ambitious fundraising and communications strategy in order to diversify

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the funding base and journey towards financial sustainability. Unfortunately, one of our enterprise schemes, a pre-loved clothing boutique in Moseley has not achieved the footfall or income we had hoped and will sadly close its doors in August 2025. We are in the process of building an on-site boutique to replace the shop which will continue to provide valuable skills for the women as well as some valuable income. With several large contracts potentially available to tender for in 2025/2026 we continue to work on our 5 year plan to grow our expertise and our brand as a leader in the provision of women’s services in the region.

#### **STRUCTURE, GOVERNANCE AND MANAGEMENT**

##### **Governing Document**

Anawim - Birmingham's Centre for Women is a charitable company limited by guarantee. It was incorporated as a company limited by guarantee on 21 November 2014 and registered as a charity on 22 December 2014. During the financial year ending 31 March 2025, Anawim refreshed its trustee body and welcomed 5 new trustees to the Board. This was following an external recruitment process.

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 all 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. In addition, the Company Secretary provides regular updates to the Board on legal, regulatory and compliance matters relevant to the work of Anawim.

In December 2024, the Board approved a restructuring of its Committee structure, reducing the number of Committees from four to two. The new Committees are the People and Operations Committee and the Finance and Impact Committee. Each Committee operates under written terms of reference and reports to the Board on its activity at each meeting of the Trustees.

##### **Risk Management**

The management process sets out how new and established risks are managed and how those risks are audited and then reported to Trustees. The managers of each service review their risks on a quarterly basis and if the score is above the agreed threshold the risk is reported with mitigating actions to the relevant committee. The Board considers the strategic risk register twice a year. The Trustees have assessed the major risks to which the Charity is exposed, and are satisfied that systems and procedures are in place to mitigate exposure to those risks.

This procedure now gives the Senior Leadership Team and the Trustees 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.

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

#### **Year Ended 31 March 2025**

- 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 will review these strategic risks and the risk appetite in relation to them during 2025/26 to ensure that Anawim is responsive to changing circumstances.

#### **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 Head of Services and provides regular safeguarding reports to Trustees through attendance at the People and Operations Committee.

#### **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 11.

In December 2024, the Trustees approved the following updates to the governance structure of Anawim:

- a) the adoption of a new Schedule of Matters Reserved to the Board;
- b) the adoption of a new Schedule of Delegation;
- c) the creation of a People and Operations Committee;
- d) the creation of a Finance and Impact Committee

Under the revised Schedule of Matters Reserved and Schedule of Delegation, the Board of Trustees retains some key responsibilities for itself, but the new committee structure allows 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 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

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

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

#### **Year Ended 31 March 2025**

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.

This report has been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities (October 2019) and in accordance with the special provisions for small companies under Part 15 of the Companies Act 2006.

On behalf of the board



Sheila McGrath  
Trustee

13 November 2025

## **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 2025**

##### **Opinion**

We have audited the financial statements of Anawim- Birmingham’s Centre for Women (the ‘Charitable Company’) for the year ended 31 March 2025 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 2025, and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

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

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the auditor 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 2025**

- 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; and
- 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.

## **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 2025**

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.

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 Audit Limited  
Chartered Accountants  
Statutory Auditor  
One Eastwood  
Harry Weston Road  
Binley Business Park  
Coventry  
CV3 2UB

22 December 2025



# Anawim – Birmingham’s Centre for Women

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

Year Ended 31 March 2025

		2025			2024
	Note	Unrestricted funds £	Designated funds £	Restricted funds £	Total £
<b>Income and endowments from:</b>					
Donations and legacies	2	86,928	-	-	86,928
Charitable activities	3	-	-	2,050,316	2,050,316
Other trading activities	4	18,286	-	-	18,286
Investments	5	16,110	-	-	16,110
<b>Total income and endowments</b>		121,324	-	2,050,316	2,171,640
<b>Expenditure on:</b>					
Raising funds		40,017	-	-	40,017
Charitable activities	6	84,026	50,374	2,087,880	2,222,280
<b>Total expenditure</b>		124,043	50,374	2,087,880	2,262,297
Net gains / (losses) on investments	14	(3,146)	-	-	(3,146)
<b>Net income / (expenditure)</b>		(5,865)	(50,374)	(37,564)	(93,803)
<b>Transfers between funds</b>		(29,618)	29,851	(233)	-
<b>Net movement in funds</b>	19	(35,483)	(20,523)	(37,797)	(93,803)
<b>Reconciliation of funds:</b>					
Total funds brought forward	19	307,609	1,228,986	398,447	1,935,042
<b>Total funds carried forward</b>	19	272,126	1,208,463	360,650	1,841,239

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 2025

	Note	2025 £	2024 £
<b>Fixed assets</b>			
Tangible assets	13	1,120,944	1,141,467
Investments	14	96,591	99,737
		<hr/> 1,217,535	<hr/> 1,241,204
<b>Current assets</b>			
Debtors	15	508,490	424,710
Cash at bank and in hand		599,353	907,545
		<hr/> 1,107,843	<hr/> 1,332,255
<b>Creditors: amounts falling due within one year</b>	16	(484,139)	(638,417)
<b>Net current assets</b>		<hr/> 623,704	<hr/> 693,838
<b>Net assets</b>		<hr/> 1,841,239	<hr/> 1,935,042
<b>Charity Funds</b>			
Unrestricted funds			
General unrestricted	19	272,126	307,609
Designated unrestricted	19	1,208,463	1,228,986
Restricted funds	19	360,650	398,447
<b>Total Charity funds</b>		<hr/> 1,841,239	<hr/> 1,935,042

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 13 November 2025.

Signed on behalf of the Board of Trustees:



Sheila McGrath  
Trustee

13 November 2025

The notes on pages 25 to 40 form part of these financial statements.

Company registration number: 09322109

# Anawim – Birmingham’s Centre for Women

## Statement of Cash Flows

Year Ended 31 March 2025

	Note	2025 £	2024 £
<b>Net cash flow from operating activities</b>	<b>21</b>	(294,451)	295,411
<b>Cash flow from investing activities</b>			
Payments to acquire tangible fixed assets	<b>13</b>	(29,851)	(13,409)
Interest received	<b>5</b>	11,990	7,105
Dividends received	<b>5</b>	4,120	4,098
<b>Net cash flow from investing activities</b>		(13,741)	(2,206)
<b>Net increase / (decrease) in cash and cash equivalents</b>		(308,192)	293,205
<b>Cash and cash equivalents at 1 April 2024</b>		907,545	614,340
<b>Cash and cash equivalents at 31 March 2025</b>		<u>599,353</u>	<u>907,545</u>
<b>Cash and cash equivalents consists of:</b>			
Cash at bank and in hand		599,353	907,545
<b>Cash and cash equivalents at 31 March 2025</b>	<b>21A</b>	<u>599,353</u>	<u>907,545</u>

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

## **Notes to the Financial Statements**

**Year Ended 31 March 2025**

### **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 2025**

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 and fittings	20% per annum
Leasehold land and buildings	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.

#### **(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.

## Anawim – Birmingham’s Centre for Women

### Notes to the Financial Statements

#### Year Ended 31 March 2025

##### (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

	2025 £	2024 £
<b>Donations legacies and grants</b>		
The Barston Association	1,000	-
Bond Wolfe Auctions	2,000	-
Edward & Dorothy Cadbury Charitable Trust	-	2,500
First Give	1,000	-
Garfield Weston	35,000	-
Grimmit Trust	-	3,000
GSK Awards	-	4,000
Ian Mactaggert Trust	5,000	5,000
JD Foundation	-	5,000
John Armitage Charitable Trust	-	40,000
Legacies	2,000	24,786
Neighbourly Foundation (Gallagher Community Fund)	-	1,000
General donations	40,928	24,343
	<hr/> 86,928	<hr/> 109,629

Income from donations and legacies was £86,928 (2024: £109,629) of which £nil (2024: £5,000) was attributable to restricted funds and £86,928 (2024: £104,629) was attributable to unrestricted funds.

**Anawim – Birmingham’s Centre for Women**  
**Notes to the Financial Statements**  
**Year Ended 31 March 2025**

**3 Income from charitable activities**

	<b>2025</b>	<b>2024</b>
	<b>£</b>	<b>£</b>
Early Intervention/Diversion	488,854	219,570
Drop In and Central Services	380,200	187,148
Prison In-reach	237,474	198,741
Project Management	397,927	440,058
Criminal Justice Probation	247,928	249,178
Dawn House	-	231,504
Mental Health	213,125	224,474
Counselling	83,008	20,000
Hardship	1,800	-
	<u>2,050,316</u>	<u>1,770,673</u>

Income from charitable activities was £2,050,316 (2024: £1,770,673) 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 2025 would be £3,500 (2024: £7,800).

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 £94,240, representing volunteer costs of £28,422 for student and volunteer counsellors, £60,163 for Drop In, Centre and Shop volunteers and £5,655 for Champion volunteers. If this value was included the Statement of Financial Activities would be revised with both income and expenditure increasing by £94,240.

**4 Income from other trading activities**

	<b>2025</b>	<b>2024</b>
	<b>£</b>	<b>£</b>
Social enterprise	10,836	8,276
Other	7,450	6,106
	<u>18,286</u>	<u>14,382</u>

Income from other trading activities was £18,286 (2024: £14,382), of which £nil (2024: £nil) was attributable to restricted and £18,286 (2024: £14,382) was attributable to unrestricted funds

**5 Income from investments**

	<b>2025</b>	<b>2024</b>
	<b>£</b>	<b>£</b>
Dividends - equities	4,120	4,098
Interest - fixed interest securities	11,990	7,105
	<u>16,110</u>	<u>11,203</u>

Income from investments was £16,110 (2024: £11,203) of which £nil (2024: £nil) was attributable to restricted and £16,110 (2024: £11,203) was attributable to unrestricted funds.

# Anawim – Birmingham's Centre for Women

## Notes to the Financial Statements

Year Ended 31 March 2025

### 6 Analysis of expenditure on charitable activities

Charitable activities 2025	Direct costs Staff 2025 £	Direct costs Other 2025 £	Support costs 2025 £	Total 2025 £
Project Management	354,505	120,372	17,645	492,522
Central Services	317,799	50,731	15,125	383,655
Prison In reach	207,704	15,761	12,604	236,069
Criminal Justice	373,465	87,416	19,326	480,207
Probation	223,028	39,900	15,125	278,053
Mental Health	215,795	40,231	-	256,026
Counselling	31,723	58,024	4,201	93,948
Hardship	-	1,800	-	1,800
	1,724,019	414,235	84,026	2,222,280

Charitable activities 2024	Direct costs Staff 2024 £	Direct costs Other 2024 £	Support costs 2024 £	Total 2024 £
Project Management	459,204	133,496	37,264	629,964
Central Services	138,099	22,533	26,999	187,631
Prison In reach	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
	1,576,573	302,014	177,277	2,055,864

### 7 Allocation of support costs

	2025 £	2024 £
Staff costs	12,587	62,669
Travel and subsistence	-	1,495
Training	2,941	3,903
General office costs	12,215	39,276
Property costs	8,552	28,985
Governance	45,696	35,461
Other	2,035	5,488
	84,026	177,277



**Anawim – Birmingham’s Centre for Women**  
**Notes to the Financial Statements**  
**Year Ended 31 March 2025**

**8 Governance costs**

		<b>2025</b> <b>£</b>	<b>2024</b> <b>£</b>
Auditor’s remuneration (including expenses and benefits in kind)	<b>10</b>	10,573	17,160
Legal and professional fees		35,123	18,206
Other		-	95
		<hr/> 45,696	<hr/> 35,461

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

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

	<b>2025</b> <b>£</b>	<b>2024</b> <b>£</b>
Depreciation of tangible fixed assets	50,374	48,462
Operating lease rentals	46,532	28,429
(Profit) / loss on fair value movement of investments	3,146	(4,934)
	<hr/>	<hr/>

**10 Auditor’s remuneration**

The auditor’s remuneration amounts to an audit fee of £17,712 (2024: £17,160), of which £10,573 (2024: £17,160) was unrestricted expenditure allocated to support costs, and £7,139 (2024: £nil) was restricted charitable expenditure.

**11 Trustees' and key management personnel remuneration and expenses**

No trustees received remuneration in the current year (2024: One Trustee received £451 in relation to consultancy services).

The total amount of employee benefits received by key management personnel is £619,446 (2024: £528,040). The Charity considers its key management personnel are comprised of its senior management team.

The Trustees did not have any expenses reimbursed during the year (2024 - £nil).

**12 Staff costs and employee benefits**

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

	<b>2025</b> <b>Number</b>	<b>2025</b> <b>FTE</b>	<b>2024</b> <b>Number</b>	<b>2024</b> <b>FTE</b>
Service delivery	50	41	52	40
Project management	13	11	13	11
	<hr/> 63	<hr/> 52	<hr/> 65	<hr/> 51

**Anawim – Birmingham’s Centre for Women**  
**Notes to the Financial Statements**  
**Year Ended 31 March 2025**

The total staff costs and employee benefits were as follows:

	<b>2025</b>	<b>2024</b>
	<b>£</b>	<b>£</b>
Wages and salaries	1,520,116	1,371,351
Social security	135,656	122,316
Defined contribution pension costs	72,270	64,812
Redundancy payments	-	18,094
	<u>1,728,042</u>	<u>1,576,573</u>

Employees earning £60,000 per annum or more:

	<b>2025</b>	<b>2024</b>
£60,000 - £70,000	1	-
	<u>1</u>	<u>-</u>

**13 Tangible fixed assets**

	<b>Leasehold land buildings £</b>	<b>Fixtures and fittings £</b>	<b>Total £</b>
<b>Cost:</b>			
At 1 April 2024	1,320,186	127,193	1,447,379
Additions	-	29,851	29,851
At 31 March 2025	<u>1,320,186</u>	<u>157,044</u>	<u>1,477,230</u>
<b>Depreciation:</b>			
At 1 April 2024	212,632	93,280	305,912
Charge for the year	29,889	20,485	50,374
At 31 March 2025	<u>242,521</u>	<u>113,765</u>	<u>356,286</u>
<b>Net book value:</b>			
At 31 March 2025	<u>1,077,665</u>	<u>43,279</u>	<u>1,120,944</u>
At 31 March 2024	<u>1,107,554</u>	<u>33,913</u>	<u>1,141,467</u>

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.

**Anawim – Birmingham’s Centre for Women**  
**Notes to the Financial Statements**  
**Year Ended 31 March 2025**

**14 Fixed asset investments**

	<b>2025</b> <b>£</b>	<b>2024</b> <b>£</b>
Market value as 1 April	99,737	94,803
(Loss)/Gain on investments	(3,146)	4,934
Market value at 31 March	<u>96,591</u>	<u>99,737</u>

Investments at fair value comprise:

	<b>2025</b> <b>£</b>	<b>2024</b> <b>£</b>
Equities	93,303	94,817
Cash within investment portfolio	3,288	4,920
	<u>96,591</u>	<u>99,737</u>

The historical cost of investments at 1 April 2024 was £100,000.

**15 Debtors**

	<b>2025</b> <b>£</b>	<b>2024</b> <b>£</b>
Grant debtors	394,172	213,413
Prepayments and accrued income	114,290	211,297
Other tax and social security	28	-
	<u>508,490</u>	<u>424,710</u>

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

	<b>2025</b> <b>£</b>	<b>2024</b> <b>£</b>
Trade creditors	20,170	35,594
Other tax and social security	-	24,325
Other creditors	21,410	17,993
Accruals and deferred income	442,559	560,505
	<u>484,139</u>	<u>638,417</u>

# Anawim – Birmingham's Centre for Women

## Notes to the Financial Statements

Year Ended 31 March 2025

### 17 Leases

Operating leases - lessee

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

	2025 £	2024 £
Not later than one year	29,664	32,736
Later than one and not later than five years	91,217	23,782
Later than five years	438,350	481,394
	<hr/> 559,231	<hr/> 537,912

### 18 Deferred income

	2025 £	2024 £
At 1 April 2024	537,380	20,000
Additions during the year – for release within one year	417,756	537,380
Amounts released to income	(537,380)	(20,000)
At 31 March 2025	<hr/> 417,756	<hr/> 537,380

Income represents funding income received in advance.

### 19 Fund reconciliation

#### Unrestricted funds

	1 April 2024 £	Income £	Expenditure £	Transfers £	31 March 2025 £
General funds	307,609	121,324	(127,189)	(29,618)	272,126
<b>Designated funds</b>					
CEO Salary Designation	87,519	-	-	-	87,519
Fixed Assets Fund	1,141,467	-	(50,374)	29,851	1,120,944
	<hr/> 1,536,595	<hr/> 121,324	<hr/> (177,563)	<hr/> 233	<hr/> 1,480,589

## Anawim – Birmingham’s Centre for Women

### Notes to the Financial Statements

#### Year Ended 31 March 2025

	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
	1,626,071	130,214	(226,459)	6,769	1,536,595

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 2025**

**Restricted funds**

	1 April 2024 £	Income £	Expenditure £	Transfers £	31 March 2025 £
Albert Gubay	-	32,789	32,789	-	-
Barrow Cadbury	1,957	31,000	32,957	-	-
Birmingham City Council	30,504	9,000	24,024	-	15,480
BSWA Household Support Fund	-	1,800	1,800	-	-
Changing Lives	19,502	247,928	247,928	(708)	18,794
Community PD	15,000	-	15,000	-	-
Energy Redress Scheme	2,037	-	-	-	2,037
Fairer Futures Fund	1,569	972	2,403	-	138
Food Bank Donations	608	10,550	7,213	-	3,945
Gallagher Community Fund	254	60	175	-	139
Groundwork UK (Centre garden)	777	151	1,000	72	-
Hadley Trust	-	37,500	37,500	-	-
Hardship	22	-	-	-	22
Henry Smith	-	33,333	34,396	1,063	-
JABBS	135,420	565,620	539,437	(916)	160,687
JD Foundation from Neighbourly	5,000	-	5,000	-	-
John Lewis (Women's Christmas party)	265	-	-	-	265
MOJ	-	150,000	150,000	-	-
National Lottery	-	136,081	123,503	-	12,578
Nationwide	56,276	-	31,021	-	25,255
NHS England	95,164	420,956	456,087	-	60,033
NPS	710	4,734	4,613	-	831
Our Lady Of Charity	-	17,000	17,000	-	-
Penny Appeal	87	-	-	-	87
Public Health	1,442	10,000	6,720	-	4,722
Service Charge	210	-	-	-	210
Sheepdrove	25,432	35,000	31,320	-	29,112
Skipton Building Society - Garden Furniture	-	1,000	1,027	27	-
The Triangle Trust	-	5,000	5,229	229	-
West Midlands Police	192	259,803	239,728	-	20,267
WMPCC	2,600	-	-	-	2,600
Women In Prison (Community Connections)	3,419	40,039	40,010	-	3,448
	398,447	2,050,316	2,087,880	(233)	360,650

**Anawim – Birmingham’s Centre for Women**  
**Notes to the Financial Statements**  
**Year Ended 31 March 2025**

**Restricted funds (continued)**

	1 April 2023	Income	Expenditure	Transfers	31 March 2024
	£	£	£	£	£
Barrow Cadbury	-	31,000	29,043	-	1,957
Big Lottery	3,293	-	3,371	78	-
Birmingham City Council	-	51,624	4,594	(16,526)	30,504
Changing Lives	19,963	249,178	249,638	(1)	19,502
Community PD	-	15,000	-	-	15,000
Crisis	4,606	-	9,541	4,935	-
Energy Redress Scheme	-	2,037	-	-	2,037
Fairer Futures Fund	-	8,748	7,179	-	1,569
Food Bank Donations	-	6,140	5,532	-	608
Gallagher Community Fund	-	1,000	746	-	254
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 Foundation from Neighbourly	-	5,000	-	-	5,000
John Lewis (Women's Christmas party)	-	1,444	1,179	-	265
MOJ	-	150,000	175,448	25,448	-
National Lottery	-	-	2,092	2,092	-
Nationwide	-	60,000	3,724	-	56,276
NHS England	46,891	398,341	350,067	(1)	95,164
NPS	-	11,329	10,619	-	710
Our Lady Of Charity	-	17,000	17,000	-	-
Penny Appeal	7,578	-	7,491	-	87
Public Health	-	20,000	18,558	-	1,442
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 Connections)	-	41,412	37,993	-	3,419
Other restricted reserves	13,132	-	-	(13,132)	-
	468,280	1,775,674	1,843,672	(1,835)	398,447

**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 2025**

#### **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** provided an annual grant to provide a resettlement worker.

**Albert Gubay** provided a 3 year grant contributing towards Counselling and other support to women with multiple unmet needs.

**Hadley Trust** contributed towards the total Drop In caseworker budget.

**National Lottery** provided a 3 year grant contributing towards our Drop-In and Counselling services.

**The Triangle Trust** is funding a 2-year program aimed at vulnerable young women aged 18-24 who have been in the criminal justice system and have a history of offending through trauma-informed age and gender sensitive and culturally responsive interventions, leading to effective rehabilitation and reduced re-offending.

**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 2025**

**20 Analysis of net assets between funds**

	<b>Unrestricted funds 2025 £</b>	<b>Restricted funds 2025 £</b>	<b>Total 2025 £</b>
Fixed assets	1,120,944	-	1,120,944
Investments	96,591	-	96,591
Current assets	747,165	360,650	1,107,815
Current liabilities	(484,111)	-	(484,111)
<b>Total</b>	<b>1,480,589</b>	<b>360,650</b>	<b>1,841,239</b>

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	<b>Unrestricted funds 2024 £</b>	<b>Restricted funds 2024 £</b>	<b>Total 2024 £</b>
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)
<b>Total</b>	<b>1,536,595</b>	<b>398,447</b>	<b>1,935,042</b>

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**

	<b>2025 £</b>	<b>2024 £</b>
Net income / (expenditure) for year	(93,803)	(159,309)
Dividends received	(4,120)	(4,098)
Interest receivable	(11,990)	(7,105)
Depreciation of tangible fixed assets	50,374	48,462
(Gains) / losses on investments	3,146	(4,934)
(Increase) / decrease in debtors	(83,780)	(64,460)
Increase / (decrease) in creditors	(154,278)	486,855
<b>Net cash flow from operating activities</b>	<b>(294,451)</b>	<b>295,411</b>

**Anawim – Birmingham’s Centre for Women**  
**Notes to the Financial Statements**  
**Year Ended 31 March 2025**

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

	<b>2024</b>	<b>Cashflows</b>	<b>2025</b>
	<b>£</b>	<b>£</b>	<b>£</b>
Cash and cash equivalents	907,545	(308,192)	599,353
Total net debt	907,545	(308,192)	599,353

**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 £72,270 (2024: £64,812).

The defined contribution liability is allocated to unrestricted funds.

**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.

During the year Megan Heath, the daughter of a trustee, was employed by the Charity as a service manager. Her remuneration is included within the disclosure of key management personnel employee benefits in note 11.

Trustee remuneration and expenses have been disclosed in note 11.

**Anawim – Birmingham’s Centre for Women**  
**Notes to the Financial Statements**  
**Year Ended 31 March 2025**

**24 Prior year Statement of Financial Activities**

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