

**Company Number 05581944**

**Charity Number 1118727**

**Report of the Trustees**

**and**

**Financial Statements**

**for the year ended 31 March 2023**

**for**

**Women in Prison Ltd**

**(a company limited by guarantee)**



**Women in Prison Ltd**

**Trustees' Report and Financial Statements  
for the year ended 31 March 2023**

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**Women in Prison Ltd**  
**(a company limited by guarantee)**

**General Information**  
**for the year ended 31 March 2023**

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<b>Registered Charity Number:</b>	1118727
<b>Registered Company Number:</b>	05581944
<b>Country of Incorporation:</b>	England and Wales
<b>Trustees/Directors:</b>	Juli Browne (Vice chair from November 2021. Co-Chair February 2022) Harriet Johnson (Co-Chair from November 2021) (resigned 28 November 2023) Jessica Donnellan (Vice Chair from 15 February 2023)  Grace Stevens (Treasurer) Minda Burgos-Lukes Vicky Pryce Raushia Coles (resigned 15 February 2023) Fiona Marsh (resigned 1 October 2023) Lynda Chin-Keow (resigned 17 October 2023) Nola Sterling (resigned 4 October 2023) Hazel Renouf (appointed May 2022) Sonya Burke (appointed 6 November 2023)
<b>Key Management Personnel:</b>	Kate Paradine (Chief Executive until July 2022) Sonya Ruparel (Chief Executive from July 2022) Sarah Totterdell (Deputy CEO until December 2022) Nicola Drinkwater (Director of External Affairs and Campaigns from December 2022) Selina Uddin (Head of Finance and Systems)
<b>Principal Office and Registered Address:</b>	The Beth Centre Hudson House 1 Stockwell Green Stockwell, London, SW9 9JF
<b>Website:</b>	womeninprison.org.uk
<b>Bankers:</b>	Co-operative Bank Plc, CAF Bank
<b>Auditors:</b>	Myrus Smith, Chartered Accountants Norman House 8 Burnell Road Sutton, Surrey, SM1 4BW

## Women in Prison Ltd

### Report of the Trustees for the year ended 31 March 2023

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#### Report on the activities of Women in Prison Ltd – the charity supporting and campaigning for women affected by the criminal justice system.

#### Our founders

*“Taking the most hurt people out of society and punishing them in order to teach them how to live within society is, at best, futile. Whatever else a prisoner knows, she knows everything there is to know about punishment because that is exactly what she has grown up with. Whether it is childhood sexual abuse, indifference, neglect; punishment is most familiar to her.”*



Chris Tchaikovsky

Women in Prison (WIP) was established in 1983 by Chris Tchaikovsky and renowned criminologist Pat Carlen. WIP was born out of Professor Carlen's academic research on the circumstances leading to imprisonment, its impact on women and the anger that Chris experienced witnessing conditions for women in HMP Holloway when she was imprisoned. Women in Prison was founded on the belief that, whilst the prison and criminal justice system harms women and families, it also harms men, victims, and communities. Today we continue to campaign to end the harm of prison and demonstrate that there is another way, by modelling our services on a system that works.

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**Section 1:** Messages from Co-Chairs and CEO: A year of resilience and progress

**Section 2:** Our Key Achievements

**Section 3:** The Difference We Are Making

**Section 4:** Our Future Plans

**Section 5:** Finance and Governance

**Women in Prison Ltd**

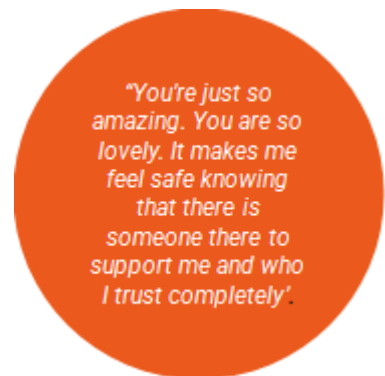
**Report of the Trustees  
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## **Women in Prison Annual Report | April 2022-March 2023**

### **Annual Trustee Report Overview: A Year of Resilience and Progress Message from our Co-Chairs, Juli Browne and Harriet Johnson**

This past year we have witnessed a series of transformative moments, both within Women in Prison and in the broader criminal justice landscape. As Co-Chairs of Trustees, we are honoured to reflect on the remarkable journey Women in Prison (WIP) has embarked upon, driven by the unyielding resilience of the women we work alongside and the dedication of our staff. Throughout the year, our collective resolve shone through the challenges posed by the recovery efforts of the pandemic. We not only sustained our vital services, but also spearheaded campaigns to advocate for women at the sharp end of structural inequality, both in prisons and communities.



For women in contact with the criminal justice system, the escalating cost of living crisis has deepened their hardship. Shocking statistics demonstrated the increasing levels of self-harm in women's prisons. The escalation of the needs of the women we worked with was compounded by a continuation of the "tough on crime" narrative, which doesn't take into account the root causes of women's offending. These realities demonstrate the critical importance of our work and reaffirm our commitment to making a positive impact in the lives of the women we serve.

### **Strategic Direction and Focus**

Sonya Ruparel joined us as Chief Executive in July 2022 and under her leadership we have focused on putting the foundations in place to ensure we are a sustainable and resilient organisation for the future. This has included a restructure of the leadership team and a review of our values, which will underpin our strategic priorities as we move into the next financial year. We have made remarkable strides toward financial stability.

When Sonya started, 98% of our funding was restricted and our contracts did not cover our core costs of delivery. To bridge this gap, we had already decided to spend some of our reserves to be able to deliver against these contracts.

## Women in Prison Ltd

### Report of the Trustees for the year ended 31 March 2023

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We invested in our fundraising to diversify our income base and were thrilled to receive increased unrestricted funding in the same year to enable us to build the core of our organisation and start to design our work for the future.

We are so grateful to **Esmée Fairbairn Foundation, Jabbs Foundation, Oak Foundation, Barrow Cadbury, Henry Smith, The Goldsmiths Company, Aldo Trust, Bromley Trust, City Bridge Foundation, Lady Edwina Grosvenor** among others for your support in this year of challenge and change.

We are also extremely grateful to our wonderful lawyers, **Sidley Austin**, who have provided pro bono legal support to us, saving us thousands of pounds.

We are also proud to announce that Women in Prison has been shortlisted for a prestigious **charity governance award in the Board Equity, Diversity and Inclusion Category**. This recognition reflects our commitment to best practices and ethical governance.

#### **Looking Ahead: 40th Anniversary**

As we enter our 40th anniversary year, we remain resolute in our mission to place our vision and the voices of women affected by the criminal justice system at the heart of efforts to end the harm of prison and build community solutions. Only through this approach can we create a social justice system that restores relationships, addresses the root causes of offending, and strengthens communities.

The past year has been marked by significant changes and achievements. We are deeply grateful for the generosity of our funders and supporters, who have displayed unwavering faith in our mission. Women in Prison continues to be a beacon of hope and change, working tirelessly to transform the lives of women affected by the criminal justice system, and to advocate for a more just and compassionate society. We look forward to the challenges and opportunities the next year will bring.

#### **Message from our Chief Executive, Sonya Ruparel**

This past year, like those before it, has been devastating for so many women and their families affected by the criminal justice system. We know many women continue to be sent to prison to serve short sentences for minor, non-violent offences, but any sentence can feel like a life sentence for a woman whose home, family, and job prospects are all deeply affected by her criminalisation.

Prisons are failing in their most basic responsibility- to keep women safe. Deeply concerning statistics released by the Ministry of Justice show the self-harm rate for women in prison continues to rise. This is now at an all-time high and is 11 times higher than in the male estate.

Our extraordinary staff team worked directly with **1,370** women, both in prisons and in the community, over the period (compared to 1,143 women in the previous year). We work with women experiencing many different challenges related to mental wellbeing, homelessness, and domestic violence and abuse.

## Women in Prison Ltd

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**We have continued our focus on directly supporting women and working to influence change within a system that causes so much harm.**

#### **Our Impact**

In 2022 we were still recovering from the effects of the Covid-19 Pandemic on our services, and through the year we reopened all our face-to-face services in the community.

We are seeing the demand for our services increasing, with 1,011 new referrals across all our projects compared to 935 in the previous year.

Through our women's centres and community hubs we:

- Ran **227** drop-in sessions, promoting social inclusion for women.
- **172** workshops based on women's needs including health and wellbeing, mindfulness, and self-care.
- Made **628** referrals/signposts to other specialist services for issues such as mental health services and parenting/children's services.

We have continued our well-respected influencing work and held a Parliamentary Drop-in event alongside the fantastic Women4Change group, who have benefitted from our work in the past. We were also pleased to have been handed the All-Party Parliamentary Group (APPG) for Women in the Penal System from the Howard League for Penal Reform (which at our AGM in 2023 we renamed the APPG for Women in the Justice System). We look forward to being able to leverage the opportunity this affords us for real change for women.

We are proud of the impact we have with women and the changes they make in their lives as a result of our support, more about which you can read in this report.

#### **Still I Rise**

We were so delighted to continue producing our magazine, **Still I Rise**, as we gradually shifted the production to be led by women in the criminal justice system. The magazine reaches all women in prison and is shared in our community centres. It offers stories of hope, lived experience, and insights from different organisations working to support women in the criminal justice system.

#### **Your support**

We cannot achieve impact or the change we want to see without the support of our brilliant donors and partners. Whether you give funding, partner with us to achieve greater impact with the women for whom we exist, or join our external campaigning – we could not succeed without you.

As we enter a new period in our 40<sup>th</sup> year with a new vision, purpose and values, we are looking ahead to defining how our new direction will be practical, purposeful, and impactful.

**We need you to come with us on our journey as we continue to challenge the systems that oppress women.**



## Women in Prison Ltd

### Report of the Trustees for the year ended 31 March 2023

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## 2. Preparing for the future

During the financial year 2022-23 we focused on putting the foundations in place to ensure that Women in Prison can be a resilient and sustainable organisation.

### Strengthening our structure

Between late 2022 and early 2023, we implemented a restructure of the leadership team; introducing three new roles to lead the organisation alongside Sonya as CEO. These posts are the Director of Programmes and Partnerships (Rachel Ozanne), Director of External Affairs and Campaigns (Nicola Drinkwater) and a Director of Finance and Resources which is yet to be filled. Together, the leadership team will continue to develop a feminist leadership approach to collectively drive the organisation in a direction that roots us in our history whilst enabling us to respond to the current external environment.

### Adapting our funding model

To date, Women in Prison has been very successful at raising restricted income through contracts and commissions. However, this approach does not provide cover for all our core costs and is therefore unsustainable in the long term.

With this in mind, one of our strategic priorities has been a focus on fundraising and diversifying our income to ensure we are not just sustainable going forward but are also able to take a flexible approach to our service delivery and influencing work. This will enable us to be more responsive to the women we are working with.

## 3. Our purpose

For nearly 40 years we have campaigned for a humane, just, and proportionate response to crime committed by women, highlighting the root causes of what draws women into contact with the criminal justice system in the first place, and the trauma that they experience before, during, and after prison (see Table 1).

It is now 17 years since the landmark review of *"Vulnerable women in the criminal justice system"* carried out by Baroness Jean Corston, which argued for "a distinct radically different, visibly-led, strategic, proportionate, holistic, woman-centred, integrated approach". Recent years have seen some progress, but the pace of change has been slow, with women still being criminalised for experiences relating to poor mental health, poverty, and domestic violence and abuse.

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Over recent years we have seen the following:

- **June 2018, the Female Offender Strategy.** This includes a commitment to a change of approach, including a focus on early intervention, community-based solutions and better custody for those women who do have to be in prison.
- **September 2018, the Victims Strategy.** A cross-government strategy committing to “use trauma-informed approaches to support female offenders who are also victims”.
- **June 2019, the Farmer Review.** Commissioned by the government to “look at women in the criminal justice system through the lens of family and other relational ties”, the review concludes its recommendations will need “investment, from both national and local budgets, in women’s centres, domestic abuse and other community services and inside prisons...”
- **May 2022, the Victims Funding Strategy.** Replaced the 2018 Victims Strategy and included recognition of the barriers to accessing support, and the need for “effective and consistent commissioning of services”.



*“Thank you for absolutely everything, I've made so much progress and wouldn't be where I am now, so thank you”.*

Despite these positive developments, the Ministry of Justice (MoJ) predicts that the number of women in prison will increase to 4,500 by September 2026 as a consequence of the Government’s commitment to employ 23,400 more police officers. In January 2021 the MoJ announced plans to build 500 new prison places for women in existing prisons at an estimated cost of £150m.

Many women have multiple, acute, and unmet needs and the austerity policies of the past 13 years have eroded services, including those offering support for women fleeing domestic abuse, experiencing mental health and substance misuse problems, and poverty.

Combined, these shifts are likely to see demand for our services continue and makes our advocacy for investment in community services, including Women’s Centres to provide safe, non-judgemental spaces for women, more pressing.

The figures in the table below show that women continue to be let down by the systems supposed to protect them and are criminalised for minor, low-level offences. Most women in prison have not committed a violent crime and have sentences of under 12 months, yet this can lead to them losing their job, home and children, and becoming stuck in a cycle with the criminal justice system.

Women from marginalised groups are overrepresented in prison including black and minority ethnic women, gay or bisexual women, care leavers, women affected by child abuse, and women affected by poor mental health including depression and anxiety.

## Women in Prison Ltd

### Report of the Trustees for the year ended 31 March 2023

<b>Table 1: Snapshot on women in prison<sup>1</sup></b>
<b>How many women are there in prison?</b>
<ul style="list-style-type: none"> <li>On the 31<sup>st</sup> March 2023, in England and Wales there were 3,315 of women in prison.<sup>2</sup></li> <li>Women make up 4% of the prison population.</li> </ul>
<b>Who are they?</b>
<ul style="list-style-type: none"> <li>Black, Asian and minority ethnic women made up around 16% of the population in England and Wales in 2017 but 18% of the women's prison population.<sup>2</sup> Nearly one in 10 (9%) are foreign nationals, some of whom were coerced or trafficked.</li> <li>31% report as gay or bisexual, compared to 3% (men and women) of the general population.</li> </ul>
<b>Experiences before prison</b>
<ul style="list-style-type: none"> <li>31% of women in prison had been taken into care as a child, compared to 2% of the general population.</li> <li>Over half suffered abuse as a child (compared to 20% in the general population).</li> <li>Nearly a third (32%) had been permanently excluded from school (compared to around 1% in the general population).</li> <li>46% had attempted suicide, around a half (49%) were suffering from depression and anxiety.</li> </ul>
<b>What kinds of offences have they committed?</b>
<ul style="list-style-type: none"> <li>Over two thirds (68%) have committed a non-violent offence.</li> <li>Two thirds (66%) report committing offences to get money to buy drugs and nearly half report having committed offences to support someone else's drug use.</li> </ul>
<b>What sentences do they receive?</b>
<ul style="list-style-type: none"> <li>In 2021 half of the custodial sentences given to women were for fewer than 12 months, compared to a third in 1993.</li> <li>Women account for 3% of the indeterminate sentence population and in 2021 there were 11 women serving sentences over 10 years.<sup>3</sup></li> </ul>
<b>What happens in prisons?</b>
<ul style="list-style-type: none"> <li>Four women died in prison in the year to September 2022. Incidents of self-harm have doubled over the past decade and there were 12,255 incidents in the year to June 2022.</li> <li>It is estimated that around 17,500 children were separated from their mother by imprisonment.</li> <li>50 babies were born to women held in prison in the year to March 2022.</li> </ul>
<b>What happens on release?</b>
<ul style="list-style-type: none"> <li>58% of women are reconvicted within one year of leaving prison (73% of those serving sentences under 12 months).</li> <li>Only 4% of women were in paid employment six weeks after release.</li> <li>53% left prison without settled accommodation in 2021.</li> </ul>

<sup>1</sup> ['Bromley Briefings Prison Factfile'](#), Prison Reform Trust, Jan 2023 – All figures are from this brief unless otherwise stated.

<sup>2</sup> ['Tackling Double Disadvantage Action Plan: 'One year on' Progress Report'](#), Agenda Alliance, 2023

## Women in Prison Ltd

### Report of the Trustees for the year ended 31 March 2023

## 4. Our impact

Our programmes provide independent, holistic, gender-specialist support to women, facing multiple disadvantage<sup>3</sup> who are impacted by (or at risk of being impacted by) the criminal justice system. We work in the community, in prisons, and 'through the gate' to support women leaving prison as they return to their communities. We run Women's Centres and 'hubs'<sup>4</sup> in Manchester and London, and work in partnership with the Women's Support Centre in Surrey. Our combined services provide women with support and advocacy relating to domestic and sexual abuse, mental health, harmful substance misuse, debt, education, training, employment, and parenting.

During the financial year 2022/23, all WIP programmes combined worked with a total of 1,370 women, both in prisons and in the community. For comparison, the figure for the financial year 2021/22 was 1,143. We had a total of 1,011 new referrals across all areas of work, compared to 935 for the previous financial year.

We work in partnership with a range of local and national organisations to ensure women have access to the holistic support they need. We made a total of **628 onwards referrals or signposting for a total of 336 women**. Types of onwards referrals included to specialist services focusing on education training and employment, counselling, mental health, finance/debt, housing and homelessness and domestic and sexual violence.

'I'm sad to be ending our one to ones your support throughout my time with you has been priceless, there were many times I wanted to give up and some days I just didn't want to be here, but you and your team was always there to help me through.'

We know that women in contact with the criminal justice system face many different challenges compared to the general population. Our internal data shows that women had an average of 7 overlapping needs at the point of referral, demonstrating multiple challenges and risks they face which can lead to them being swept up in the criminal justice system. These overlapping needs include accommodation, substance use, finance, relationships/support networks, domestic and/or sexual abuse, physical and mental health, sex work, immigration and education, training and employment.

<sup>3</sup> [Multiple disadvantage refers to women with multiple intersecting needs and/or facing multiple risks.](#)

<sup>4</sup> Hubs provide one-to-one practical and emotional support, group workshops, Peer Mentoring and drop-in advice sessions

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Our data shows:

Reported current and/or previous mental health concerns	85%
Current and/or previous domestic abuse	65%
Being in debt	42%
Not in suitable accommodation	30%
In employment	13%

In response to these presenting needs, over the year we ran

- **227 drop-in/probation hub sessions**, promoting social inclusion for women.
- **172 workshop sessions**. Session topics included: arts & crafts; health & wellbeing; emotional wellbeing; self-care and mindfulness.
- **5,985 support and advice sessions for a total of 713 women**. The most common support session topics included: finance, housing and accommodation, mental health, family, parenting, relationships, physical health, education, training and employment, substance misuse, and domestic and sexual violence.

For women exiting our services during the last financial year, in 81% of cases closed, **objectives were either partially or fully achieved** (excluding women who never engaged at all).

#### Impact of our services

We use the 'Justice Star' as our main impact measurement tool, to measure the impact of WIP's work in supporting women through our suite of programmes. This is a version of the 'Outcomes Star' developed specifically for people in contact with the criminal justice system, which looks at rankings across 10 outcomes such as accommodation access, mental health, self-care and relationships. The Justice Star is a validated tool and one of the best methods of demonstrating "distance travelled", or a woman's progress against the 10 different outcome categories. It is a participatory tool which aims to empower service users to reflect on their engagement with services and self-report on their progress against the 10 'Justice Star' outcomes.

The Justice Star guidance and training states that service users are not reasonably expected to move more than one or two steps between scores at each assessment (which tends to be quarterly and/or at case closure). Due to the complexity of the multiple barriers facing women we support, it is not expected for service user journeys to be linear or follow a steady progression across each outcome area, despite positive support interventions.

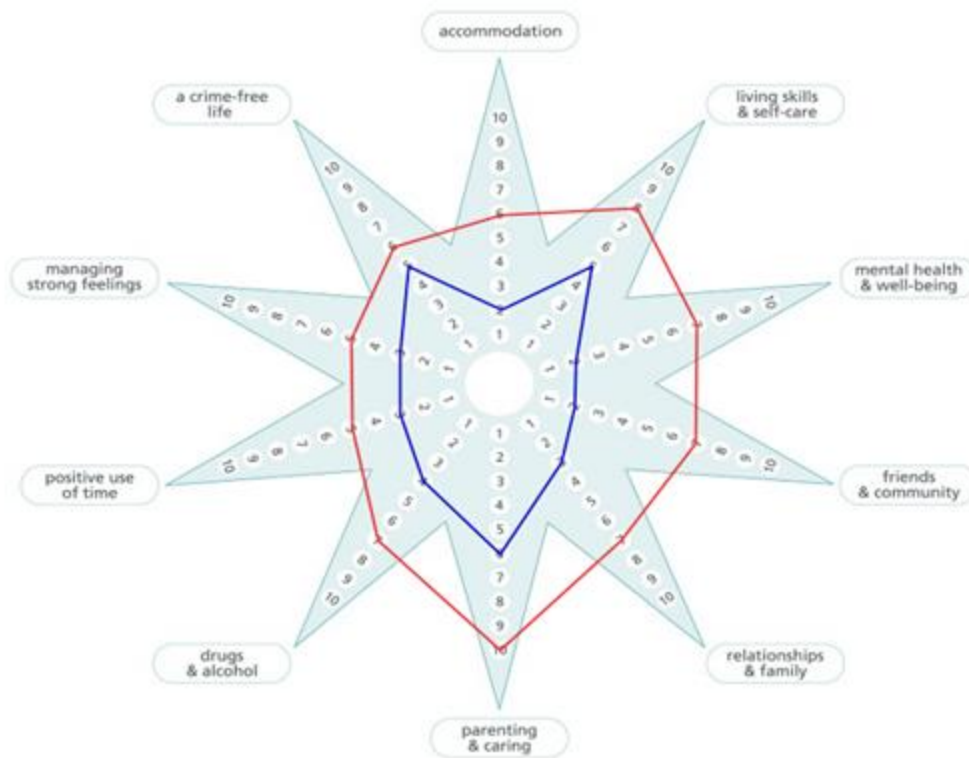
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**Women who accessed our services during the year reported, on average, improvement across all ten outcomes areas measured using the Justice Star.**

**Justice Star: case study**

The below star shows the experience of a woman we worked with in one of our community hubs in London over a seven-month period. The woman saw an increase across all support need areas throughout her work with us.



**The voices of the women we are working with**

Our feedback forms gather views from the women we are working with about their experiences; enabling us to learn what works and where we can improve our services and reach. Of all the women who filled out a feedback form, either after receiving 1:1 support or after attending a workshop, during the last financial year:

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- 95% of women reported being either very happy or happy with their experience of the service.
- 91% of women reported feeling more able to deal with issues as a result of the support they have received.
- 97% of women reported coming away from the workshop feeling more informed.
- 91% of women reported coming away feeling more confident.
  
- 95% of women reported experiencing positive changes since accessing the service.
  
- 100% of women felt listened to and felt they could trust their advocate

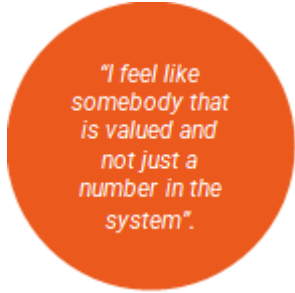
#### Women also said:

*"I can't thank the service enough and I want to personally thank my support worker especially- you have helped me so much."*

*"I wouldn't have been able to accomplish so much in the last year without you."*

*"It has been so good to have someone separate from friends and family who I can talk to about things. I have been too ashamed to tell anyone in my family about my offence, so knowing that I have you who knows and gets it has been so helpful."*

*"Knowing you were always on the other side of the phone was so reassuring - I never felt judged."*



*"I feel like somebody that is valued and not just a number in the system".*

#### External evaluation- Healthy Foundations

*"I feel like I'm a step closer to getting my health back, I didn't know those support systems and organisations were even there [...] there were loads of organisations, but I didn't know about them or what to expect or how to access them. Having someone to listen to me, take the time to really understand what was going on and then understand the gaps and what might plug them, that was massive."*

#### Service user, Healthy Foundations

Healthy Foundations was a three-year project funded by the National Lottery Community Fund and delivered by Women in Prison from 2019 to 20223. The project aimed to improve health outcomes for women in prison and those affected by the criminal justice system by providing advocacy, support, advice, workshops, information, and health promotion. The programme worked alongside women to offer trauma-informed advocacy and support.



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The independent evaluation for the project was carried out by AVA to assess its overall performance, identify its impact, adopt an action learning approach, and provide recommendations. The evaluation found that:

- Service users were overwhelmingly positive about the support and advocacy they received. It improved their knowledge of the health system, boosted their confidence to manage their health independently, and empowered them to take control of their health in the short and long term.
- Service users valued being listened to, understood, and valued as individuals. This was often a new experience for them.
- Staff highlighted the safe, non-judgmental, and collaborative approach, building relationships with service users and offering flexibility were seen as key strengths. This was particularly significant for women who had experienced abuse or been ignored and dismissed in the past.
- Women reported that engaging with the project had improved their access to health services.
- The project also had a positive impact on Women in Prison services, bringing health expertise that enhanced the organisation's capacity to meet the diverse needs of its clients.

We will keep implementing the learning from this programme of work in our Bridges to Health programme (see below), and across our programme delivery more broadly.

## 5. Our service delivery highlights of 2022/2023

### The Bluebird Service, London

Bluebird is the name of the NHS and HMPPS co-commissioned 'Enhanced Engagement & Relational Support Service (EERSS)' for women meeting the criteria of the Offender Personality Disorder (OPD) Pathway in London. Bluebird is one component of the OPD Pathway. Bluebird provides 'through the gate' support and intensive 1-1 support in the community whilst the women are on license for up to 18 months.

The women in the OPD Pathway often have experienced trauma, and can have had negative experiences of services, so this intensive support can help build more positive interactions and engagement with services. The programme aims to promote social inclusion through proactive engagement with women, supporting them to access services and work alongside them in a strengths-based way to achieve their goals.

We were pleased to receive funding from City Bridge Foundation which enabled us to use the learning from the project to influence practice and service design as well as government policy, including through our membership of the Ministry of Justice's Expert Group.

This year, our partnership with the Offender Personality Disorder Women's Hub running out of HerStory House - a specialist high support female residential service for women with multiple disadvantage - continues to strengthen, with innovations like film-making workshops. Regular reflective practice between HerStory and Bluebird staff has improved communication between



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teams and supports stronger partnership working to ensure the best possible outcomes for the women we work with.

Bluebird saw the highest number of referrals into the service in any quarter in early 2023, as well as the highest number of women achieving their goals at the end of their support in any one quarter. This demonstrates the effectiveness of and ongoing demand for the service.

We participated in an external evaluation of the project by the East London NHS Foundation Trust including supporting women to give their views in consultations. Initial feedback to the evaluation, which is not yet complete, has been that all participants were overwhelmingly positive about their experiences of the service. Quantitative data suggests that the service is achieving the desired outcomes of supporting women to build better relationships and improve women's wellbeing.

Following some uncertainty, we successfully secured an extension to the Bluebird contract which now runs until 31<sup>st</sup> March 2024. The service will continue to be co-commissioned by the NHS and HMPPS as part of the Offender Personality Disorder Pathway, and future funding has been confirmed with tendering due to take place in the autumn of 2023.

#### Healthy Foundations

Funded by the National Lottery Community Fund, Healthy Foundations is a three-year project open to women affected by the criminal justice system focused on their physical health. It provides health-related 'through the gate' and community support to women in, or returning to, London. Advocates provide information and advocacy about healthcare and wellbeing, supporting women to access healthcare services in the community. The project also runs workshops across London and provides information on topics relating to health and wellbeing.

#### The programme:

- Provides a link between prison and the community.
- Helps women set up and attend health-related appointments and access health-related services.
- Acts as a bridge between women and health-related services through an advocacy approach.
- Provides information and workshops.
- Offers 'through the gate' support to women with health support needs on the day of their release from prison.
- Helps women approach healthcare and wellbeing in a holistic way and understand the link between mental health and physical health, nutrition, substance misuse, stress, anxiety and other related factors.

Building on the success of this programme, the Bridges to Health project mobilised in April 2023 and is funded for 7 years by Central & North West London NHS Foundation Trust (CNWL). The contract is designed to support sentenced women in HMPs Bronzefield, Downview and Send with mental and/or physical health needs. We begin working with women 3 months prior to release and 3 months post release in the community to support them access and engage with

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community services. Women's physical and mental health needs can often go unmet, particularly when in contact with the CJS.

This specialist programme will work with women to identify those needs and support them to access services they need, in prison and supporting them to access the right support in the community.

#### South London Women's Hub Programme and Beth Centre (SLWH)

Following a successful tendering process, in December 2022, we mobilised a new co-commissioned contract by MOJ, MOPAC, NHS and Lambeth Local Authority to deliver Probation 'Community Rehabilitation Services' (CRS) contract for women on probation and women in contact with the Criminal Justice System across ten South London boroughs: Lambeth, Wandsworth, Merton, Sutton, Bromley, Croydon, Lewisham, Southwark, Bexley, Greenwich, and a prison advocacy team based in HMP Bronzefield.

We are the lead provider, with a partnership model that includes Pecan, Together, Working Chance, Hibiscus, Cleanbreak, and Spark Inside.

#### Support provided:

- Women in custody: support for women who are both sentenced and unsentenced, and includes specialist workers on housing, health, and substance misuse. Team embedded in Bronzefield, and the accommodation advocates also visit Downview, Send, and Peterborough as required.
- Women in the community: who are on probation orders / under license, who are bailed / acquitted, and who are referred through other services or self-refer.
- Out of Court disposals: currently based in custody suites in Brixton and Walworth police station, the out of court disposal scheme is targeting adult women who are suitable for an out of court disposal, following either arrest or voluntary attendance at a police station.
- Peer mentor programme in partnership with Morley College.

#### Surrey Community Rehabilitation Service

The Surrey Commissioned Rehabilitative Services (CRS) contract mobilised in June 2021 and is a 5-year project funded by HMPPS. The service is designed to work with women either leaving custody or having received a Community Order by the Court and referrals.

The Surrey programme offers individualised 1-1 advocacy support to women in Surrey who are impacted by the criminal justice system. We work closely and collaboratively with local partners, including the Woking Women's Support Centre where our team are based. The Surrey team has also received much positive feedback from service users as well as from probation, with a consistent theme of the trauma-informed and empowering approach of our Advocates.

## Women in Prison Ltd

### Report of the Trustees for the year ended 31 March 2023

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We have developed multiple referral pathways with partner agencies and Surrey Probation are reporting a greater level of engagement with the women with whom we are working with under the CRS contract. Women have told us they feel listened to without judgement, able to explore what's happening for them and access support that addresses their needs.

We were invited to join the Female Strategy Group in Surrey, which is responsible for oversight and implementation of local delivery of the Ministry of Justice Women's Strategy (June 2018) and brings together criminal justice agencies and key stakeholders to provide expert advice and challenge.

#### WomenMATTERA

The current contract is with Greater Manchester Combined Authority (GMCA) to deliver the Greater Manchester Integrated Rehabilitation Services in Manchester and Trafford. We are a member of the Greater Manchester Women's Services Alliance which is formed of 7 women's organisations. The Alliance are the contract holder, and sub-contract to the 7 organisations who are based across the Greater Manchester area. The contract runs until March 2025.

We are based in our Women's Centre in Hulme, and also run 3 'satellite' hubs across the areas. WomenMATTERA's support includes:

- Trauma informed, in depth 1-2-1 support.
- A rolling group work programme of structured and therapeutic workshops.
- A creative community space offering drama and art workshops, day trips and a gardening project
- Provision of four 'Women's Hubs' where all women on probation in Manchester and Trafford are required to 'report' to see their probation officer in a safe space.
- Access to a free clothing, toiletries, and emergency food bank.
- Access to counselling services to those engaging with support.

We were grateful to Henry Smith Foundation, whose funding enabled us to fund a project worker to support our core service delivery.

During 2022-23, we have made improvements to our hub locations, moving the location of the Wythenshawe hub to make it more accessible to the women we are working with, which received positive feedback from service users, and creating new 1-1 rooms in our central hub.

## Women in Prison Ltd

### Report of the Trustees for the year ended 31 March 2023

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## 6. Influencing highlights of 2022/2023

Women in Prison work to amplify the voices of women affected by the criminal justice system, to challenge and change oppressive systems that harm women, their families and communities. We advocate for preventative models and services that divert women away from being swept up in the criminal justice system. Our influencing work spans campaigning, public affairs, policy work and advocacy.

### **The *Value of Women's Centres* report**

In September 2022, we published our *Value of Women's Centres* report, showcasing an independent cost-benefit analysis of women's centres. The analysis by Alma Economics found that a hypothetical women's centre receiving £1m investment in a given year can support over 650 women and generate £2.75m in socio-economic benefits, including savings for public services and significant gains in welfare for women and their children. Among the agencies and departments that benefit, nearly half (47%) of the public sector savings is returned to the local authority, 17% to the MoJ and 15% to the NHS.

The report was widely shared on X (then Twitter) – gaining 51,353 impressions, 103 likes, 71 retweets and 19 quote tweets – and was very well received by partners, funders and stakeholders. We will continue to use this report to advocate for investment in women's centres and services for women in their communities more broadly.



*"Helped with mental health, approachable and go above and beyond".*

### ***Parliamentary drop-in and Women4Change***

On 16 November 2022 we held our Parliamentary drop-in event about the need for sustainable funding for women's centres, attended by 12 Parliamentarians and their teams. We set up the Women4Change group- a group of women who have lived experience of engaging with women's centres. We held a series of workshops with the Women4Change group and frontline staff in the run up to the drop-in event.

The attendees included eight MPs (from Labour, Conservative and Plaid Cymru), staff from three MPs' offices and one Conservative Peer. Discussions were led by the Women4Change group (who have benefited from women's centres) and our frontline staff.

Following the event seven parliamentary questions were laid, three MPs put in for a Westminster Hall Debate on the value of Women's Centres and eight MPs committed to visiting a Women's Centre.

## Women in Prison Ltd

### Report of the Trustees for the year ended 31 March 2023

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Extract from our magazine, *Still I Rise- Women4Change Speaking truth to power.*  
Words by Louise, Women4Change, and Sarah, Women in Prison

Louise from Women4Change tells us how community-based services and support like women's centres are crucial to helping women break vicious cycles.

"I was petrified of coming out of prison. Every day I wanted to come home, but when it finally happened, I didn't know what to do. I was very dubious of everyone. I didn't trust anyone. But I was not alone. The women's centre Advocate was there standing at the gates to take my hand and support me to achieve my goals. She was there for every step, the ups and downs with housing, probation, and social service. I felt human again. This one-to-one support meant so much to me and my family. It just made me think why are there not more things like this to support women like you? Where would I be if I'd had this support before I went to prison? She helped me to break the vicious cycle I was in. But not just that, I achieved goals that I didn't even think were possible".

Women's centres are a one-stop shop that provide women in the community with services and support on a range of issues, including housing, benefits and debt, mental and physical health, drug and alcohol support, domestic abuse and other forms of gender-based violence. Independent advocates at women's centres help women overcome barriers to accessing and finding their way around services, and ensure a woman's voice is prioritised in decisions around their treatment and support. Enabling women to move forward and heal from harmful cycles of trauma, disadvantage and abuse is at the heart of this work.

A new report by Women in Prison shows that in the long-term, women's centres save public money by significantly improving health and social outcomes for women. There are around 40 women's centres across England and Wales. Today, these centres are facing an unprecedented challenge from insecure funding and an increase in demand due to the impact of COVID-19 and the spiralling cost of living.

Women4Change are a group of women who have received support from women's centres. Together with Women in Prison, we are campaigning for change. We are calling on the government to stand by its 2018 Female Offender Strategy commitment to reduce the number of women in prison and provide sustainable funding for women's centres. Next month [November 2023] we will be going to Parliament to share the evidence from our report findings with MPs and Peers, to tell them about our experiences, and to ask for their support.

We know what works. We do not need more prison places that worsen the circumstances that lead to women coming into contact with the criminal justice system in the first place. What we need is a focus on early intervention and investment in services like women's centres that enable women to address their needs and not just survive but thrive. We can collectively work to end the harm of the criminal justice system to women, their families, and communities by ensuring there are effective community-based services across the country. The time to act is now.

## Women in Prison Ltd

### Report of the Trustees for the year ended 31 March 2023

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#### Speaking truth to power

Women in Prison has continued to use its campaigning, convening and advocacy skills to ensure that the issues facing the women we work with are heard and understood by those with power to make decisions on policy and practice. We have continued our #StopThe500 to try and end plans to build 500 women's prison places as this directly contradicts the commitments made in the 2018 Female Offender Strategy to focus on community alternatives to prison for women. Throughout the year we secured media coverage relating to this issue and disseminated our messages through social media.

This has included coverage in The Telegraph, the [Huffington Post](#), BBC News and ITV. For example, our campaign to change sentencing for pregnant women was [covered in a comment piece for the Observer](#) and our work on the case for women's centres received widespread coverage, and our response to the National Audit Office's report into its inquiry on improving outcomes for women in the criminal justice system, was covered by [BBC Women's Hour](#) and [The Independent](#).

#### Highlights of our campaigns, parliamentary and public affairs activity

- Submitting written evidence to the [Public Accounts Committee inquiry on improving outcomes for women in the criminal justice system](#), highlighting how the government had fallen short of meeting the objectives and aspirations as set out in its Women's Strategy. This resulted in us being invited to give oral evidence to the Committee, with them accepting some of our key recommendations including the need for the Ministry of Justice to publish what it aims to deliver under the strategy and progress to date.
- Responding to the Prison Strategy White Paper consultation, stressing its failure to propose meaningful measures to reduce the women's prison population and recommending that research on primary carers and outcomes for children whose parents have been criminalised, should be widened in scope. The responses to consultation outlined the Ministry of Justice's commitment to looking at ways to reduce the women's prison population.
- Submitting evidence to the Public Accounts Committee about its work and the Double Disadvantage Ten Point Action Plan on addressing the disproportionality of Black, minoritised and migrant women in the criminal justice system.
- Feeding into the consultation by HM Inspectorate of Prisons on the proposed change to their expectations of the women's estate.
- Feeding into the Covid-19 Inquiry's draft Terms of Reference (ToR) making the case for the voices of people who have been at the sharp end of the pandemic, such as women in prison, to be at the centre of the Inquiry. This contributed to the ToR being amended to include a focus on those who were 'significantly harmed' by the pandemic (which is likely to include

## Women in Prison Ltd

### Report of the Trustees for the year ended 31 March 2023

people in prison) and amending the wording regarding protected characteristics to make it an overarching aim of the Inquiry, and to broaden its focus beyond specifically protected characteristics

- Inputting into the Justice Committee’s inquiry on remand in prison. This was informed by consultation with our frontline staff and outlined the need for the government to commit to the women’s strategy, reduce the number of women in prison, introduce reform to the Bail Act 1976 to strengthen the right to bail, and end remand for people’s “own protection.”

The recommendations included a call for the “Government to go further, removing the provision in the Bail Act 1976 for remanding people into custody for their own protection in all situations, and providing adequate provision in the community for those people who would have been remanded to custody solely for their own protection.”

- The Secretariat role for the All-Party Parliamentary Group (APPG) for Women in the Penal System has been handed to WIP from the Howard League for Penal Reform.

## 7. Working collectively

**Our partnership working is essential as we know we cannot achieve change alone.**

### National Women’s Justice Coalition

Working with Together Women, Brighton Women’s Centre, Anawim, and others, we were involved in developing the National Women’s Justice Coalition, supported by the Lloyds Bank Foundation. Three priority work streams have been agreed with the aim of achieving short and long-term outcomes. These work streams are focused on:

- developing shared messaging in response to the Female Offender Strategy and other policy issues developing and implementing anti-racism practice and action plans,
- determining routes, structures and funded mechanisms to support engagement work,
- and equitable power sharing with women with lived experience of the criminal justice system.

In October 2022 we took the decision to step back from formal membership of the coalition to free up our resources to enable us to focus on commemorating our 40<sup>th</sup> Anniversary.

### The Double Disadvantage Action Plan

We continue to work in partnership with Hibiscus, Zahid Mubarak Trust, Muslim Women in Prison, Criminal Justice Alliance, and Agenda Alliance on the 10-point action plan to tackle the ‘double disadvantage’ of gender inequality and racism that women from Black, Asian, minoritised and migrant women encounter in the criminal justice system. The partnership secured funding from Lloyds Bank Foundation to hold a ‘one year on’ event and to push for a Westminster Hall Debate.



## Women in Prison Ltd

### Report of the Trustees for the year ended 31 March 2023

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#### Creating Community Connections (CCC)

Women in Prison, with Brighton Women's Centre, Anawim, Together Women, and Nelson Trust, successfully secured funding from the Tampon Tax Fund to launch a new Creating Community Connections Project, which aimed to strengthen partnerships between a national network of women's centres, prisons, and women in prison to support women through custody to community. This included providing trauma-responsive support to reduce reoffending and harm, increase women's sense of safety and help them rebuild their lives.

The project included a national network of 10 Women's Centre link workers and Champions in prisons working with women and staff to distribute good practice and access to specialist support in women's centres across the country. Workers were established at HMPs Drake Hall, New Hall, Styal, and Foston Hall, Downview and Send. Group work delivered included Beyond Anger, Pattern Changing, Confidence Building, and Anger Management.

Whilst the funding came to an end in March 2023, we were able to secure follow on funding from HMPPS. Through their involvement with the CCC Steering Group, HMPPS identified the CCC model as one that could be scaled up and replicated across women's prisons with a slight shift in focus. Although the model remains the same, additional focus is now given to issues around domestic abuse.

The funding from HMPPS will allow the project to continue and to make up for ground lost in the first 18 months of the project when access to prisons was either non-existent or highly problematic (due to Covid) and to create a legacy (in the Women's Champions) who can continue to support women beyond project end. The funding allows delivery across 7 prisons, as a pilot to be evaluated across two years.



*"I wish I had the support like this from social services when my children's case was with them".*



**Women in Prison Ltd****Report of the Trustees  
for the year ended 31 March 2023****Extract from our magazine, Still I Rise- "My experience as a Women's Centre Champion"**

MS volunteered as a WIP Women's Centre Champion during her time in prison, which connected her with the St Giles Trust where she now works as a Project Coordinator. tells us all about her rewarding experience as a Women's Centre Champion.

*"I became a Champion because I wanted to do something productive and help other women in prison. I wanted to feel I was doing something worthwhile that could make a difference. I also wanted to know more about the support services in prison and the community for myself.*

*I found out how to apply from posters and leaflets on the wings. Once my application was accepted, I received training that taught me the skills and qualities I needed to be an effective Women's Centre Champion. This included how to support others to set goals; ways of working together; hopes and challenges of the role; and the importance of confidentiality. I also learnt about interpersonal and communication skills, such as diversity and cultural awareness, equal opportunities, developing empathy, making assumptions, attitudes and values, and questioning styles.*

*I felt like I was doing a worthwhile job, letting other women know about the services available to them in the community, like local women's centres, health facilities, domestic and substance misuse support services, and local housing providers. Through my work as a Champion, I managed to find employment with St Giles Trust as a Project Coordinator when I left prison. Being a Women's Centre Champion gave me the confidence and guidance I needed to do this role; I gained so many skills and picked up a lot of knowledge about services in the community that I was able to share.*

*For example, I developed the skills and experience to be professional, deal with challenges, delegate tasks, and meet deadlines. Through listening to women's difficulties, I learnt how to help them through their problems. It's helped me to grow on a deeper level, with more empathy and understanding than I had before, even in my personal life.*

*My advice to women wanting to become a Women's Centre Champion would be to take every opportunity you can to do something worthwhile while you are in prison; develop your skills and get qualifications in the area you want to work in when you get out. It will help pass your days that bit more easily, as you'll hopefully be doing something you enjoy.*

*Don't waste your time, because that 'Freedom Day' comes around sooner than you might realise. I remember when I still had so many years to serve and couldn't even imagine applying for a job in the 'outside world' – it genuinely felt so far away and impossible, I just didn't believe it would ever happen. And now look where I am – your day will come, so get working towards making it as easy as possible to support yourself when it does!"*

## Women in Prison Ltd

### Report of the Trustees for the year ended 31 March 2023

## 8. The support from our funders

None of the work outlined here could happen without the support of our funders. We would like to take this opportunity to thank some of them.

<b>Big Gift</b>	<b>City Bridge Trust</b>	<b>CNWL</b>	<b>Henry Smith Charity</b>
<b>Jabbs Foundation</b>	<b>Lloyd Bank Foundation</b>	<b>London Borough of Lambeth</b>	<b>Manchester PCC</b>
<b>MOPAC</b>	<b>Ministry of Justice</b>	<b>National Lottery Community Fund</b>	<b>NHS</b>
<b>Comic Relief</b>	<b>Barrow Cadbury Trust</b>	<b>The Bromley Trust</b>	<b>Esmee Fairbairn</b>
<b>Oak Foundation</b>	<b>Lady Edwina Grosvenor</b>	<b>The Goldsmiths Company</b>	<b>The Aldo Trust</b>

## 9. A new strategic direction

**The work we have done this year has included the development of new strategic priorities in the ways that we deliver our work.**

1. We will build our co-production approach and embed it into our programmes, campaigns and influencing work.
2. We will deliberately focus on equity in our work, designing programmes/services that focus on the barriers faced by specific black and minoritised groups and their solutions to those barriers. We will take an intersectional approach to all our work.
3. We will bring our programme/service delivery work and influencing/campaigning work together so that we can deepen our impact, be more evidence based, increase our reach, have greater legitimacy and increase the voices of women affected by the criminal justice system.
4. We will continue to work on creating alternative, trauma-informed, community led models as alternatives as we drive towards a vision of abolishing women's prisons.
5. We will design more programmes that focus on supporting women at risk of entering the criminal justice system.

## Women in Prison Ltd

### Report of the Trustees for the year ended 31 March 2023

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## 10. Our plans for the future

### Renewing and embedding our values, vision and purpose

Our strategic priorities will be underpinned by our organisational values, that will lie at the heart of all that we do. This year we have developed a “Values Working Group” involving staff, trustees and women with lived experience, to lead a consultation process to develop our organisational values.

We will look to develop our vision and purpose of Women in Prison in the next financial year to guide and underpin all our work.

### Commemorating our 40th Anniversary

As we move into our 40th year, we will develop a programme of work to reflect on our history, learning lessons from the past to generate our plans for the future- asking what needs to change now to end the unnecessary criminalisation of women that we know still takes place.

### Developing a new strategy

With a renewed vision, purpose and values we will develop a strategy that is fit for purpose and focused on ending the harm of women caught up in the criminal justice system.

## 11. Finance and Governance

### a) Delivering public benefit

All WIP’s charitable activities are undertaken for public benefit in that they focus mainly on:

- Reaching out to provide supportive services to women affected by the criminal justice system, including those in prison and the community and those at risk of offending.
- Enabling women to develop appropriate and sustainable exit strategies from patterns of offending, thus reducing the cost to the public purse of both offending and criminal justice responses.
- Contributing to local, national and international debate, research and policy development on women affected by the criminal justice system.

WIP’s trustees have consistently complied with the duty to have due regard to the public benefit, as mentioned in the section 17 of the Charities Act guidance published in 2011 by the Commission.

**Women in Prison Ltd**  
**Report of the Trustees**  
**for the year ended 31 March 2023**

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**b) Structure, governance and management**

The Charity is constituted as an incorporated charitable trust and is governed by a Memorandum and Articles of Association dated 6th November 2008. The provisions of the governing document have been complied with during the year under review.

Overall governance of the charity is the responsibility of the Trustees; however, the day-to-day running of the charity is delegated to the senior management team. Kate Paradine was in post from March until July of the financial year, and then Sonya Ruparel was in post from July 2022. The management team was restructured during the year and comprises a Director of External Affairs and Campaigns; a Director of Programmes and Partnerships and a Director of Finance and Resources (that is not filled). The Head of People and Head of Finance have been part of the leadership team while the post of Director of Finance and Resources has not been filled.

The Board is co-chaired by Juli Browne and Harriet Johnson.

The Board structure comprises 2 sub committees of the board with agreed delegated authorities from the Board. These are a Finance, Audit and Risk Committee chaired by the Treasurer of the Board and a Nominations, Remunerations and Culture Committee chaired by the Vice Chair of the Board.

**c) Risks and mitigation**

The finance, audit and risk committee reviews the organisation's risks on a quarterly basis that are raised to the board by the leadership. The main risks for the charity continue to be related to funding, with commissioned contracts that do not cover the charity's core costs and a difficult funding environment for the women's sector. The Board will consider a greater investment in fundraising for the future to continue to try to mitigate the funding challenges that the organisation faces.

<b>Risk Identified</b>	<b>Actions taken to mitigate risk</b>
Long-term financial sustainability of the organisation after the next financial year. MoJ projects due to end March 2025	Recruit new fundraising team; invest in fundraising consultancy to identify key opportunities. New Head of Communications to prioritise communications for fundraising and awareness raising of the organisation. Tighter budget control. Design new programmes for funding.
High staff turnover leads to increased workload of other staff, challenges with recruitment and risk of losing institutional knowledge	Head of People developing a comprehensive report on staff turnover for discussion with leadership and board to develop action plans

## Women in Prison Ltd

### Report of the Trustees for the year ended 31 March 2023

Policies not being reviewed in timely manner due to capacity constraints	Nominations, Remunerations and Culture committee leading on supporting policy review and prioritisation exercise
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#### d) **Financial review**

Women In Prison's income is funded with a varied range of grants and commissioned contracts with almost 98% classified as restricted income and just 2% representing unrestricted income. This funding has enabled the charity fulfil government commissioned work and generally fund its charitable purposes.

During the reporting period, the charity was in receipt of 18 restricted grants and commissioned contracts with the focus on three mains areas: In Prison, Community projects and Campaigns (including core funding). Our highest commissioned contracts were with Lambeth Council/Mayor's Office for Police and Crime (MOPAC) at £665k and The Ministry of Justice (MOJ) for £629k. Our main grant funder was the Department for Digital, Culture, Media and Sport (DCMS) at £515k.

Total income in 2022/23 was £2.98m (2022: £2.83). We therefore achieved a growth in income of £145k during the year despite the challenges of securing new funding. Total expenditure for the year was £3.23m (2022: £2.83m) an increase of £409k which reflects our investment in staff and services.

We ended the year with a deficit of £254,927. This is expected as a planned drawdown from reserves was to cover the shortfall in core costs. Restricted reserves decreased by £105k and our unrestricted reserves decreased by £149k.

The charity's operating costs were kept to a minimum and the costs incurred during the year were in direct relation to the ongoing running of the charity.

We delivered high-quality services across our programmes and campaigns spending £2.77m (2022: £2.48m) on direct and support costs related to charitable activities. This was based on an average monthly run rate of £230k, which was slightly higher than the previous year due to the expansion of our staff and new contracts.

We still have a healthy reserve balance of £848,452 at the end of the financial period. This includes £613,307 of unrestricted reserves and £235,045 of restricted reserves. Our reserves are sufficient to cover our planned programme activities for the next financial period, as well as any contingencies that may arise.

We have also secured a strong funding pipeline for 2023/24, with a projected income of £3.2m and a projected cost of £2.9m. Our major commissioned contracts for 2023/24 are with the MOJ (£1.5M) and HMPPS (£496k) to deliver our services in prisons and communities.

## Women in Prison Ltd

### Report of the Trustees for the year ended 31 March 2023

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We have also secured some long-term funding for 2024/25 and beyond, such as the NHS Bridges to Health grant of £300k per year until 2030. Secured funding for 2024/25 across both restricted and unrestricted funding is currently approximately £1.08m.

Giving the current balance sheet position, (£848k reserves) the Leadership Team confident that we can overcome funding challenges by developing a sustainable business model, investing in fundraising that will focus on income diversity and future growth.

#### e) **Reserves policy and investment**

The Trustees have established a reserves policy in line with the strategic and corporate plan of the charity to ensure it has adequate reserves to meet its current and future needs and ensuring they comply with the Charities SORP and the Companies Act 2006.

The purpose of this policy is to balance the aims and objectives of being efficient as a not-for-profit organisation with the goal of sustainability. Decisions on the appropriate, sustainable levels of reserves will be informed by a combination of short-term working capital requirements projected levels of operating costs, estimates of contract exit costs and availability of funds for new programme delivery.

The reserves are to be held in cash or cash equivalent securities. Women In Prison's reserves policy stipulates that the cash and reserves position is to be sufficient to cover a minimum of three months of normal expenditure and to enable the charity to develop new initiatives in support of its charitable objectives.

At the year-end, the charity held reserves in total of £848,352 (2022: £1,103,279), of which £235,045 (2022: £340,734) were restricted funds. Unrestricted reserves were £613,307 (2022: £762,545). The Board also considers that, in the event of the charity being unable to continue operations, many of its women's support services could be transferred to local authorities or other service providers as on-going operations, along with any restricted funding associated with those projects.

#### f) **Fundraising**

Women in Prison is grateful to all of our donors for their ongoing support and commitment to the work that we do. In this period Women in Prison made a small investment in fundraising with a fundraising manager position that was filled for 6 months. There is a plan to launch a significant fundraising campaign in 2024 to increase our voluntary and unrestricted funding so that we are a more sustainable organisation into the future and to reduce our reliance on commissioned contracts. This will require a more significant investment in fundraising in the future.

As a priority we will be seeking sustainable funding for our women's centres and the work we do in Manchester, London and Surrey and for our systems change work that is central to our ambition as an organisation.

## **Women in Prison Ltd**

### **Report of the Trustees for the year ended 31 March 2023**

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#### **Trustees' responsibilities in relation to the financial statements**

The charity trustees (who are also the directors of the charity for the purposes of company law) are responsible for preparing the Trustees' Annual Report and Financial Statements in accordance with applicable law and the Statement of Recommended Practice – Accounting and Reporting by Charities: SORP applicable to charities preparing their accounts in accordance with FRS102.

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

- Select suitable accounting policies and then apply them consistently.
- Observe the methods and principles in the Charities SORP.
- Make judgements and estimates that are reasonable and prudent.
- State whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements.
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy, at any time, the financial position of the charity and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity 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.

#### **Statement as to disclosure to our auditors**

In so far as the trustees are aware at the time of approving our Trustees' Annual Report:

- There is no relevant information, being information needed by the auditor in connection with preparing their report, of which the auditor is unaware, and
- The trustees, having made enquiries of fellow directors and the auditor that they ought to have individually taken, have each taken all steps that they are obliged to take as directors, in order to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

**Women in Prison Ltd**

**Report of the Trustees  
for the year ended 31 March 2023**

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**Approval**

This Report was approved by the trustees 20 December 2023 and by order of the trustees, signed on their behalf by:

DocuSigned by:  
  
14187D97845B4F0  
**Juli Browne, Co-Chair of Trustees** 21/12/2023

DocuSigned by:  
  
199D497BC4DB4F3...  
**Jessica Donnellan, Vice Chair** 21/12/2023

Women in Prison Ltd (a company limited by guarantee)



**Women in Prison Ltd**  
**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF WOMEN IN PRISON LIMITED**

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## **Opinion**

We have audited the financial statements of Women in Prison Limited (the 'charitable company') for the year ended 31 March 2023 which comprise the Statement of Financial Activities, Balance Sheet, Statement of Cash Flow and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is 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 2023 and of the charitable company's incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

## **Basis for opinion**

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the 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 Report of the Trustees other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the Report of the Trustees. Our opinion on the financial statements does

**Women in Prison Ltd**  
**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF WOMEN IN PRISON LIMITED**

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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.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the 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 Report of the Trustees' Annual Report (incorporating 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
- the directors' report included within the Trustees' Annual Report have 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 Trustees' Annual Report (which incorporates the directors' 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 the advantage of the small companies' exemptions 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 pages [29 and 30](#) 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.

**Women in Prison Ltd**  
**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF WOMEN IN PRISON LIMITED**

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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's responsibilities for the audit of the financial statements**

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

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 about actual and potential litigation or claims and the identification of non-compliance with laws and regulations.
- 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.
- Auditing the risk of management override of controls, including testing journal entries and other adjustments for appropriateness; and assessing whether the judgements made in making accounting estimates are indicative of a potential bias.
- Performing analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.
- Professional scepticism in course of the audit and with audit sampling in material audit areas.

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 Financial Reporting Council's website at: [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our auditor's report.

**Women in Prison Ltd**  
**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF WOMEN IN PRISON LIMITED**

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**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.

Stephen Jones FCA (Senior Statutory Auditor)  
For and on behalf of Myrus Smith  
Chartered Accountants and Statutory Auditors  
Norman House  
8 Burnell Road  
Sutton  
Surrey, SM1 4BW

20 December 2023

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21/12/2023

**Women in Prison Ltd**

**Statement of Financial Activities  
(including income and expenditure account)  
for the year ended 31 March 2023**

		Unrestricted Funds	Restricted Funds	<b>Total Funds</b>	Total Funds
	Notes	2023 £	2023 £	<b>2023 £</b>	2022 £
<b>INCOME:</b>					
Donations and legacies	2	26,741	-	<b>26,741</b>	124,026
Charitable activities	3	45,368	2,903,758	<b>2,949,126</b>	2,710,036
Investments	4	307	-	<b>307</b>	-
<b>TOTAL INCOME</b>		72,416	2,903,758	<b>2,976,174</b>	2,834,062
<b>EXPENDITURE:</b>					
Raising funds	5	50,544	-	<b>50,544</b>	-
Charitable activities	6	171,110	3,009,447	<b>3,180,557</b>	2,821,403
		221,654	3,009,447	<b>3,231,101</b>	2,821,403
<b>Net Income/(Expenditure)</b>		(149,238)	(105,689)	<b>(254,927)</b>	12,659
<b>Transfers between Funds</b>		-	-	-	-
<b>NET MOVEMENT IN FUNDS</b>		(149,238)	(105,689)	<b>(254,927)</b>	12,659
<b>RECONCILIATION OF FUNDS</b>					
Total Funds brought forward	12/13	762,545	340,734	<b>1,103,279</b>	1,090,620
<b>Total Funds carried forward</b>	12/13	613,307	235,045	<b>848,352</b>	1,103,279

There were no recognised gains or losses for 2023 or 2022 other than those included in the Statement of Financial Activities. All income and expenditure derive from continuing activities.

The notes on pages 38 to 51 form part of these financial statements.

**Women in Prison Ltd**  
**Company number: 05581944**


**Balance Sheet**  
**as at 31 March 2023**

	Notes	2023		2022	
		£	£	£	£
<b>CURRENT ASSETS:</b>					
Debtors	1 0	131,991		28,965	
Cash at bank and in hand		<u>1,074,787</u>		<u>1,358,099</u>	
		<b>1,206,778</b>		<b>1,387,064</b>	
<b>CURRENT LIABILITIES</b>					
Creditors:- Amounts falling due within one year	11	<u>(358,426)</u>		<u>(283,785)</u>	
<b>NET CURRENT ASSETS:</b>			<u><b>848,352</b></u>		<u>1,103,279</u>
<b>NET ASSETS</b>	12		<u><b>848,352</b></u>		<u>1,103,279</u>
<b>FUNDS:</b>					
Unrestricted funds	13		<u>613,307</u>		762,545
Restricted funds	13		<u>235,045</u>		<u>340,734</u>
<b>TOTAL FUNDS</b>	13		<u><b>848,352</b></u>		<u>1,103,279</u>

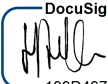
The notes on pages 38 to 51 form part of these financial statements.

The financial statements have been prepared in accordance with the special provisions applicable for small companies' regime under Part 15 of the Companies Act 2006.

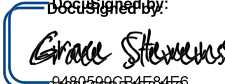
The financial statements were approved by the Board of Trustees on 20 December 2023 and signed on its behalf by:

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**Juli Browne**  
**Co-Chair of Trustees**  
 21/12/2023

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**Jessica Donnellan**  
**Vice Chair of Trustee**  
 21/12/2023

DocuSigned by:  
  
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**Grace Stevens**  
**Treasurer of Trustees**  
 21/12/2023

**Women in Prison Ltd**

**Statement of Cash Flows  
for the year ended 31 March 2023**

	Notes	2023 £	2022 £
<b>Net cash (used in)/provided by operating activities</b>	<b>A</b>	<b>(283,619)</b>	111,696
<b>Cash flows from investing activities</b>			
Interest received	4	<u>307</u>	<u>-</u>
<b>Net Cash (used in)/provided by investing activities</b>		<u><b>(283,312)</b></u>	<u>111,696</u>
(Decrease)/increase in cash and cash equivalents in the year	<b>B</b>	<b>(283,312)</b>	111,696
Cash and cash equivalents at the beginning of the year		<u>1,358,099</u>	<u>1,246,403</u>
<b>Total cash and cash equivalents at the end of the year</b>		<u><b>1,074,787</b></u>	<u>1,358,099</u>
<b>A) Reconciliation of net movements in funds to net cash flow from operating activities</b>		<b>2023 £</b>	2022 £
<b>Net income/(expense) for year</b>		<b>(254,927)</b>	12,660
Interest received	4	<b>(307)</b>	-
Increase/(decrease) in debtors		<b>(103,026)</b>	48,812
Increase/(decrease) in creditors		<u><b>74,641</b></u>	<u>50,224</u>
<b>Net cash (used in)/provided by operating activities</b>		<u><b>(283,619)</b></u>	<u>111,696</u>
<b>B) Analysis of cash and cash equivalents</b>	As at 1 April 2022 £	Cashflow £	<b>As at 31 March 2023 £</b>
Cash in hand	<u>1,358,099</u>	<u>(283,312)</u>	<u><b>1,074,787</b></u>
Total cash and cash equivalents	<u>1,358,099</u>	<u>(283,312)</u>	<u><b>1,074,787</b></u>
<b>C) Analysis of net debt</b>	As at 1 April 2022 £	Cashflow £	<b>As at 31 March 2023 £</b>
Debt due within one year	<u>283,785</u>	<u>74,641</u>	<u><b>358,426</b></u>
Total debt	<u>283,785</u>	<u>74,641</u>	<u><b>358,426</b></u>

The notes on pages 38 to 51 form part of these financial statements.

**Women in Prison Ltd****Notes to the Financial Statements  
for the year ended 31 March 2023**

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**1. ACCOUNTING POLICIES**

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as set out below. These policies have been consistently applied to all years presented unless otherwise stated.

**a) General Information**

The charity is a private company limited by guarantee, incorporated in England and Wales (company number: 05581944) and a charity registered in England and Wales (charity number: 1118727). The charity's registered office is the Beth Centre, Hudson House, 1 Stockwell Green, Stockwell, London, SW9 9JF.

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.

**b) Statement of compliance**

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland 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. All amounts are expressed in GB sterling (£).

Women in Prison Ltd constitutes a public benefit entity as defined by FRS 102.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

**c) Preparation of the accounts on a going concern basis**

In the opinion of the trustees, the charity remains a going concern and, accordingly, the financial statements have been prepared on a going concern basis.

**d) Income**

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received and the amount can be measured reliably.

Income from government and other grants/contracts, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.



**Women in Prison Ltd****Notes to the Financial Statements  
for the year ended 31 March 2023**

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For legacies, entitlement is taken as the earlier of the date on which either: the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the Trust that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably, and the charity has been notified of the executor's intention to make a distribution. Where legacies have been notified to the charity, or the charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is treated as a contingent asset and disclosed if material.

Income received in advance is deferred until the criteria for income recognition are met.

**e) Donated services and facilities**

Donated professional services and donated facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), the time provided by volunteer workers is not recognised; the Trustees' Annual Report provides information about their contribution.

On receipt, donated professional services and donated facilities are recognised on the basis of the value of the gift to the charity, which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market. A corresponding amount is then recognised in expenditure in the period of receipt.

**f) Fund accounting**

Unrestricted funds are available to spend on activities that further any of the purposes of the charity. Designated funds are unrestricted funds of the charity that the trustees have decided, at their discretion, to set aside to use for a specific purpose. Restricted funds are grants and donations that the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

**g) Expenditure and irrecoverable VAT**

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Costs of raising funds are an estimate of time spent, together with any direct costs incurred.
- Expenditure on charitable activities includes the costs of activities undertaken to further the purposes of the charity and their associated support costs.
- Other expenditure represents those items not falling into any other heading.

**Women in Prison Ltd****Notes to the Financial Statements  
for the year ended 31 March 2023**

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Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

Expenditure includes those costs of a direct nature which can be allocated to a specific activity known as direct costs. It also includes support costs.

**h) Allocation of support costs**

Support costs relate to those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back office costs, finance, personnel, payroll and governance costs that support the charity's activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities. Support costs are allocated to grant funded projects on the basis of the agreement made with the funder.

**i) Operating leases**

The charity classifies the lease of printing equipment as operating leases; the title to the equipment remains with the lessor and the equipment is replaced every 5 years whilst the economic life of such equipment is normally 10 years. Rental charges are charged on a straight-line basis over the term of the lease.

**j) Financial instruments**

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans that are subsequently measured at amortised cost using the effective interest method.

**k) Tangible fixed assets**

Individual fixed assets costing £1,000 or more are capitalised at cost and depreciated over their estimated useful economic lives on a straight line basis as follows:

**Asset category**

Office equipment – 20% straight-line

**l) Debtors**

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid, net of any trade discounts due.

**Women in Prison Ltd****Notes to the Financial Statements  
for the year ended 31 March 2023**

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**m) Cash at bank and in hand**

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

**n) Creditors and provisions**

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

**o) Estimates and judgements**

Accounting estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

The trustees consider that there are no material estimates or judgements within the accounts.

**p) Employee benefits***Short-term benefits*

Short-term benefits, including holiday pay, are recognised as an expense in the period in which the service is received.

*Employee termination benefits*

Termination benefits are accounted for on an accrual basis and in line with FRS 102.

*Pension scheme*

Women in Prison Ltd operates a defined contribution pension scheme for the benefit of its employees. The assets of the scheme are held independently from those of Women in Prison Ltd, in an independently administered fund. The pensions costs charged in the financial statements represent the contributions payable during the year.

## Women in Prison Ltd

Notes to the Financial Statements  
for the year ended 31 March 2023

## 2. DONATIONS AND LEGACIES

	Unrestricted Funds 2023	Restricted Funds 2023	Total 2023 £	Total 2022 £
Donations	26,241	-	26,241	124,026

All of the £124,026 recognised in 2022 related to unrestricted funds.

## 3. INCOME FROM CHARITABLE ACTIVITIES

RESTRICTED FUNDS	2023 £	2022 £
<b><i>In Women's Prisons</i></b>		
Aldo Trust	4,250	3,500
Central & NW London NHS Foundation Trust	86,294	86,294
Greater Manchester Women's Support Alliance	-	24,049
<b><i>Community Based</i></b>		
National Lottery Community Fund	121,182	154,657
City Bridge Trust	100,000	-
NHS England	160,000	140,245
Lambeth Council and MOPAC ( <i>South London Alliance</i> )	661,513	978,459
Advance Charity	25,167	21,343
Sutton Council	5,000	5,000
WomenMATTAs project funding	318,352	153,223
Manchester City Council	-	45,783
H Crew	900	-
Woking Borough Council ( <i>including contribution in kind</i> )	-	140
HMPPS	71,753	-
Charles Hayward Foundation	-	25,000
Ministry of Justice	629,328	246,023
Grants for service users	-	14,171
DCMS Tampon Tax	515,842	461,973
<b><i>Campaigns and core funding</i></b>		
Barrow Cadbury Trust	-	15,000
Bromley Trust	10,000	10,000
Comic Relief	54,340	97,635
The Henry Smith Charity	32,467	48,700
Jabbs Foundation	41,120	25,645
Lloyds Bank Foundation	66,250	64,000
Triangle Trust	-	25,000
<b>Total restricted income</b>	<b>2,903,758</b>	<b>2,645,840</b>

**Women in Prison Ltd**

**Notes to the Financial Statements  
for the year ended 31 March 2023**

**INCOME FROM CHARITABLE ACTIVITIES (continued)**

<b>UNRESTRICTED</b>	<b>2023</b>	<b>2022</b>
	<b>£</b>	<b>£</b>
Esmée Fairbairn Foundation	-	30,000
Goldsmiths	<b>33,000</b>	30,000
Individual grants for clients	<b>9,041</b>	-
Campaigning	-	3,000
Other income	<b>3,327</b>	1,196
<b>Total unrestricted income</b>	<b>45,368</b>	64,196
<b>Total income from charitable activities</b>	<b>2,949,126</b>	2,710,036

**The Aldo Trust**

Grant provides money for distribution to women in prison who do not have access to monetary support. As in previous years, each grant is limited to no more than £25 per woman and is to cover basic needs.

**Central & North West London NHS Foundation Trust**

Grant funds 'Through-the-Gate' services offered to HMP Bronzefield residents who experience significant and enduring mental health needs. It supports them in their preparation for release, on their day of release and then on an on-going basis back in their communities. The service is available to women returning to any location in the Southeast of England.

**National Lottery Community Fund (*Healthy Foundations*)**

New grant funds the development of health-related projects. Advocates provide information and advocacy about healthcare and wellbeing, and support women to access healthcare services in the community, following release from prison.

**Greater Manchester Women's Support Alliance (GMWSA)/Stockport Women's Centre**

The Alliance coordinator provides strategic networking and oversight of the Alliance's work. Funding also went toward WomenMATTA.

**City Bridge Foundation and NHS England (*Bluebird*)**

Joint funders of a project that works across London to meet the additional needs of women on probation who meet particular criteria.

**Lambeth Council and MOPAC**

Grant funds the Beth Centre and South London Alliance - women-only, safe, comfortable spaces with expert support for women living in Lambeth, Southwark, Wandsworth, Sutton, Croydon and Lewisham who are affected, or at risk of being affected, by the criminal justice system. Individual and group-based support is provided to women across the target area.

## Women in Prison Ltd

### Notes to the Financial Statements for the year ended 31 March 2023

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Using funding from Mayor's Office of Policing and Crime (MOPAC) and other local authorities as part of the London Crime Prevention Fund, Lambeth funded a three-year programme, based in six south London boroughs, of localised support for women. This project has been extended until June 2022 and now covers the two further boroughs of Bromley and Merton.

#### **Advance Charity**

A VAWG charity in North London, which includes supporting women impacted by the CJS. We had an agreement with them to use their hub spaces for our Bluebird service to meet with service users (Bluebird is pan London).

#### **Sutton Council**

Provide funding for WIP to provide additional services for women in Sutton affected by the CJS, this includes women's hub space in Sutton, and workshops and other activities. This is through the Community Safety team at Sutton Council and part of their Reducing Reoffending Board.

#### **WomenMATTA project funding**

Funded by **Cheshire and Greater Manchester CRC, Greater Manchester Combined Authority and GMWSA**. The women's centre provides one-to-one and group support, advocacy and advice to Manchester and Trafford women at point of arrest (via the Greater Manchester Police Triage Scheme); serving community orders; on release from prison; and those considered 'at risk of offending' by nature of unmet support needs.

#### **Manchester City Council**

Grant is a contribution to WomenMATTA, which funds a specific project worker who supports the 'at risk of' offending cohort, and the weekly community drop-in that includes a rolling timetable of activities aimed to reduce the social isolation, improve the mental health and wellbeing, financial circumstances and employability of women attending. The grant also funds the delivery of WIP's one-day 'Working with Women in the Criminal Justice System' training to external services and professionals.

#### **Woking Borough Council (Women's Support Centre)**

Commissions WIP to run the Women's Support Centre offering support across Surrey to women whose individual circumstances or experiences have placed them at risk of exploitation, victimisation or involvement in the criminal justice system. The whole service was transferred to Woking Borough Council in March 2021.

#### **HMPPS**

New commissioned work called Creating Community Connections to link workers from prisons into the community.

#### **Charles Hayward Foundation**

Charles Hayward Foundation has supported Women in Prison's work since 2020, when they partially funded the Checkpoint diversion scheme in Surrey.

## Women in Prison Ltd

### Notes to the Financial Statements for the year ended 31 March 2023

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#### **Ministry of Justice**

New funding received toward core costs for the final months of the year, following a competitive process.

#### **Grants for Service Users**

Grant for individual cases, as funds permit.

#### **DCMS Tampon Tax – Creating Community Connections (CCC)**

The new 'Creating Community Connections' project is led by a partnership of women's centre providers - Women in Prison, Brighton Women's Centre, Anawim, Together Women and Nelson Trust. The project aims to connect women in prisons with vital specialist community support services across the country, especially women's centres

#### **Barrow Cadbury Trust**

Two grants were made during the year, both of which supported the campaigning activities of Women in Prison, including strengthening women's voices, in our campaigns to reduce the women's prison population and build the women's centre movement.

#### **Bromley Trust**

Grant awarded for policy and campaigning work.

#### **Comic Relief**

Grant is funding for campaigns to amplify the voices of Women's Centres across the country, improving recognition of the women-centred services available and making the case for sustainable funding.

#### **The Henry Smith Charity**

This contributed to a project worker in Greater Manchester.

#### **Jabbs Foundation**

Grant awarded for campaigning work and work with magistrates.

#### **Lloyds Bank Foundation**

Grant awarded to develop influencing strategies in partnership with other women's centres.

#### **Triangle Trust**

Grant awarded for development of National Women's Justice Coalition.

The project aims to strengthen partnerships between a national network of women's centres, prisons and women in custody to support women through custody to community. 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.

**Women in Prison Ltd**

**Notes to the Financial Statements  
for the year ended 31 March 2023**

**4. INVESTMENT INCOME**

	Unrestricted Funds 2023	Restricted Funds 2023	Total 2023 £	Total 2022 £
Bank interest	£307	£Nil	<b>£307</b>	£Nil

**5. RAISING FUNDS**

	2023 £	2022 £
Staff costs including training and development	<b>37,306</b>	-
Consultants	<b>13,238</b>	-
	<b>£50,544</b>	£Nil

All of the raising funds are support costs of the charitable company and were charged to unrestricted funds.

**6. ANALYSIS OF EXPENDITURE ON CHARITABLE ACTIVITIES**

	Unrestricted Funds 2023	Restricted Funds 2023	Total Costs 2023 £	Total Costs 2022 £
Providing assistance and guidance for women in prison	£2,767,273	£413,284	<b>£3,180,557</b>	£2,821,403

£3,180,557 (2022 : £2,821,403) of the above costs, £171,110 (2022 : £21,380) was charged to unrestricted funds and £3,009,447 (2022 : £2,800,023) was charged to restricted funds,

	2023 £	2022 £
<b>Direct costs included in charitable activities</b>		
Staff costs including training and development	<b>1,662,671</b>	1,567,258
Subcontracted services and in-kind contributions	<b>504,998</b>	571,617
Programme and direct costs	<b>352,553</b>	157,466
Office costs	<b>83,663</b>	94,249
Premises costs	<b>144,881</b>	62,970
Professional fees and consultants	<b>18,507</b>	26,101
	<b>2,767,273</b>	2,479,661



**Women in Prison Ltd**

**Notes to the Financial Statements  
for the year ended 31 March 2023**

**Support costs included in charitable expenditure**

	<b>2023</b>	2022
	<b>£</b>	£
Staff costs including training and development	<b>305,219</b>	189,606
Programme costs	<b>18,214</b>	11,627
Office costs	<b>36,373</b>	48,405
Premises costs	<b>21,673</b>	26,546
Professional fees and consultants	<b>21,908</b>	42,539
Governance (Note 7)	<b>9,897</b>	23,019
	<b>413,284</b>	341,742

**7. ANALYSIS OF GOVERNANCE COSTS**

	<b>2023</b>	2022
	<b>£</b>	£
Audit fee	<b>4,290</b>	9,804
Management committee expenses	<b>5,607</b>	13,215
	<b>9,897</b>	23,019

**8. ANALYSIS OF STAFF COSTS, TRUSTEE REMUNERATION AND EXPENSES, AND THE COST OF KEY MANAGEMENT PERSONNEL**

	<b>2023</b>	2022
Salaries and wages	<b>1,558,226</b>	1,362,889
Social security costs	<b>156,646</b>	125,955
Pension costs	<b>77,258</b>	91,132
Temporary staff and subcontractors	<b>114,668</b>	106,973
Other personnel costs	<b>98,398</b>	69,807
	<b>2,005,196</b>	1,756,756

No employees received remuneration in excess of £60,000 (2022: £60,000). The charity makes administrative contributions of £77,258 to a stakeholder pension scheme for 75 qualifying staff members (2022: £91,132 for 73).

The charity trustees were not paid nor did they receive any other benefits from employment with the charity in the year (2022: £nil). Expenses incurred by trustees for travel or other expenses during the year amounted to £5,607 (2022: £955) for 5 trustees (2022 : 4 trustees). Trustee donations during the year totalled £500 (2022: £2,620).

**Women in Prison Ltd**

**Notes to the Financial Statements  
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Staff redundancy payments in the year totalled £17,962 (2022: £11,812). The key management personnel of the charity during the year comprised the trustees, the Chief Executive, the Deputy CEO, the Director of External Affairs and Campaign, Head of Finance and Systems. The total employee benefits of the key management personnel of the charity were £303,789 (2022: £180,448).

Average staff numbers during the year were 53 (2022: 52). Average full-time equivalents during the year were 48 (2022: 46).

Volunteers include peer mentors in prison and in the community, volunteer counsellors in our women's centre in Woking, women on Release on Temporary Licence (RoTL) and those working on our campaigns.

**9. CORPORATION TAXATION**

The charity is exempt from tax on income and gains falling within section 505 of the Income and Corporation Taxes Act 1988 or section 256 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

**10. DEBTORS**

	<b>2023</b>	<b>2022</b>
	<b>£</b>	<b>£</b>
Trade debtors	<b>108,886</b>	21,458
Prepayments and accrued income	<b>19,371</b>	4,507
Other debtors	<b>3,734</b>	3,000
	<b><u>31,991</u></b>	<u>28,965</u>

**11. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	<b>2023</b>	<b>2022</b>
	<b>£</b>	<b>£</b>
Trade creditors	<b>142,131</b>	157,057
Taxation and social security	<b>34,482</b>	34,104
Accruals and deferred income	<b>181,813</b>	92,624
	<b><u>358,426</u></b>	<u>283,785</u>

	<b>2023</b>
	<b>£</b>
Deferred income analysis	
	<b>2023</b>
	<b>£</b>
As at 1 April	<b>8,117</b>
Additions during the year	<b>65,000</b>
Amounts referred to income	<b>(8,117)</b>
As at 31 March	<b><u>65,000</u></b>

Deferred income of £65,000 (2022 : £8,117) included above relates to grant income received during the year but relating to future accounting periods.

## Women in Prison Ltd

Notes to the Financial Statements  
for the year ended 31 March 2023

## 12. ANALYSIS OF NET ASSETS BETWEEN FUNDS (2023)

	General Funds £	Restricted Funds £	Total Funds £
2023			
Current assets	971,733	235,045	<b>1,206,778</b>
Current liabilities	(358,426)	-	<b>(358,426)</b>
Net assets	<u>613,307</u>	<u>235,045</u>	<u><b>848,352</b></u>

## COMPARATIVE ANALYSIS OF NET ASSETS BETWEEN FUNDS

	General Funds £	Restricted Funds £	Total Funds £
2022			
Current assets	1,046,330	340,734	1,387,064
Current liabilities	(283,785)	-	(283,785)
Net assets	<u>762,545</u>	<u>340,734</u>	<u>1,103,279</u>

## 13. RESTRICTED FUNDS

The funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust, to be applied to specific purposes. Descriptions of individual funds are set out in Note 3.

	Balance at 1 April 2022	Income	Expenditure	Transfers (to)/from unrestricted	Balance 31 March 2023
South London Women's Hubs	11,719	431,679	443,398	-	-
Bluebird Project	41,450	260,001	247,515	-	<b>53,936</b>
DV Project	-	71,753	55,100	-	<b>16,653</b>
Beth Centre	35,982	195,333	198,188	-	<b>33,127</b>
National Lottery	35,873	121,182	144,784	-	<b>12,271</b>
HMP Bronzfield Inreach					
CNWL	-	86,294	81,954	-	<b>4,340</b>
Comic Relief Power Up	16,339	54,341	70,680	-	-
Surrey CRS	-	111,309	110,839	-	<b>470</b>
Creating Community Conect	106,680	515,842	622,522	-	-
Other restricted funds	92,691	1,056,024	1,034,467	-	<b>114,248</b>
<b>TOTAL RESTRICTED FUNDS</b>	<b>340,734</b>	<b>2,903,758</b>	<b>3,009,447</b>	<b>-</b>	<b>235,045</b>

**Women in Prison Ltd**

**Notes to the Financial Statements  
for the year ended 31 March 2023**

**RESTRICTED FUNDS – Previous year comparison**

	Balance at 1 April 2021	Income	Expenditure	Transfers (to)/from unrestricted	<b>Balance at 31 March 2022</b>
South London Women’s Hubs	51,827	695,459	(735,567)	-	<b>11,719</b>
Bluebird Project	126,861	140,245	(225,656)	-	<b>41,450</b>
Woking Council WSC	56,283	140	(56,423)	-	-
Beth Centre	33,877	233,000	(230,895)	-	<b>35,982</b>
National Lottery	38,404	154,658	(157,189)	-	<b>35,873</b>
WomenMATTA	-	172,380	(172,380)	-	-
Comic Relief Power Up	22,820	97,635	(104,116)	-	<b>16,339</b>
CNWL NHS Foundation Trust	-	86,294	(86,294)	-	-
Creating Community Conect		461,973	(355,293)	-	<b>106,680</b>
Other restricted funds	131,612	604,057	(676,210)	33,232	<b>92,691</b>
<b>TOTAL RESTRICTED FUNDS</b>	<b>461,684</b>	<b>2,645,841</b>	<b>2,800,023</b>	<b>33,232</b>	<b>340,734</b>

**Transfers between funds**

Where restricted funds provided were less than the costs of discharging the service, the deficit was met from unrestricted funds. Surpluses and grants relating to funds already expended were transferred to unrestricted funds.

**14. COMMITMENTS**

At 31 March 2023, the company had commitments under non-cancellable operating leases

	<b>2023</b>	2022
	<b>£</b>	£
Operating leases that expire:		
Within one year	<b>192</b>	1,474
Within two to five years	-	192
	<b>192</b>	1,666

**15. RELATED PARTY TRANSACTIONS**

There are no other related party transactions to report.

**Women in Prison Ltd**

**Notes to the Financial Statements  
for the year ended 31 March 2023**

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