

Company Number 05581944

Charity Number 1118727

Report of the Trustees
and
Financial Statements
for the year ended 31 March 2024
for
Women in Prison Ltd
(a company limited by guarantee)



Women in Prison

Annual Report April 2023-March 24

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General Information
for the year ended 31 March 2024

Registered Charity Number:	1118727
Registered Company Number:	05581944
Country of Incorporation:	England and Wales
Trustees/Directors:	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)
Key Management Personnel:	Sonya Ruparel, Chief Executive Officer Nicola Drinkwater, Director of External Affairs and Campaigns Selina Uddin, Head of Finance and Systems Rachel Ozanne, Director of Programmes Lorna Potter, Head of People
Principal Office and Registered Address:	The Beth Centre Hudson House 1 Stockwell Green Stockwell, London, SW9 9JF
Website:	womeninprison.org.uk
Bankers:	Co-operative Bank Plc CAF Bank
Auditors:	Kingston Burrowes Audit Ltd 308 Ewell Road Surbiton Surrey KT6 7AL

Report on Activities April 2023-March 2024

A message from our Chair – Juli Brown

Chair's Message

This year has presented significant challenges for women in contact with the criminal justice system. The deepening prison crisis, with emergency measures announced to reduce the prison population, has highlighted the urgent need for change and a longer-term view of the criminal justice system. On top of this, ongoing political instability as we anticipated a general election, and the escalating cost of living crisis, disproportionately impacting women, have created a complex and difficult environment for those we support. However, in the face of these external pressures, Women in Prison has not only endured but thrived.

Strengthening Governance

We made significant strides in strengthening our governance framework and invested heavily in the development of our Board committees. Experts have generously volunteered their time on both the Nomination, Remuneration and Culture Committee and the Finance, Audit and Risk Committee. Their expertise has been invaluable in supporting the organisation. From policy updates, to ensuring our financial stability, the committees' work has been invaluable and has significantly contributed to the effectiveness of our Board meetings.

A Renewed Vision, Purpose and strategy

We embarked on a journey to refine and refresh our vision and purpose. This renewed clarity will guide our future direction and ensure we are best placed to achieve lasting change for the women we work with. In addition to this, the development of a new strategy has started, involving a diverse working group comprising members of the leadership team, staff across different parts of the organisation, women with lived experience of the justice system, and Board members. This collaborative approach will ensure that our strategy reflects the needs and expectations of the women we support, guiding our work in the coming years through the realities of the ever-changing landscape.

Securing a Sustainable Future

Recognising the importance of diversifying our income streams, the Board made a strategic decision to invest in a dedicated fundraising team with a particular focus on building on our relationships with trusts and foundations and cultivating new relationships with potential major donors. This investment will allow us the flexibility we need to continue delivering critical services that are responsive to the women we serve, alongside our influencing and campaigning work. We hope this will put us in the best possible position to provide even more impactful support to women in contact with the criminal justice system.

Celebrating

In addition to these internal developments, I am proud to say we achieved gold level status for the Career Matters Lived Experience Charter Status and Award. This recognition reaffirmed our commitment to working alongside women who use our services and ensures they are heard clearly in all our work.

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Furthermore, our collaboration with the Young Vic on the performance of "Tribe" offered a powerful platform to amplify the voices of women with experience of the criminal justice system.

We also were joint winners at the prestigious charity governance awards in the Category of the Board Equity, Diversity and Inclusion. This recognition reinforces our commitment to best practices and ethical governance.

A Heartfelt Thank You

I extend my heartfelt gratitude to all our dedicated staff and Board members for their unwavering commitment to Women in Prison. Their tireless efforts ensure that women have the tools and resources they need to rebuild their lives. Our ability to deliver on our mission would not be possible without the unwavering support of our funders.

Special thanks are due to Esmée Fairbairn Foundation, Jabbs Foundation, Drapers Charitable Fund, Oak Foundation, The Barrow Cadbury Trust, Henry Smith, The Goldsmiths Company, Aldo Trust, Bromley Trust, City Bridge Foundation, Lady Edwina Grosvenor, National Lottery Community Fund, Harry Crewe, Lloyds Bank Foundation and the Sheriffs' and Recorder's Fund, Third House Trust Smallwood Trust among others. I am immensely grateful for their generosity and commitment to creating a fairer system for women.

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.

While the landscape continues to be challenging, the past year has demonstrated the strength and resilience of Women in Prison. We enter the coming year with a renewed vision and a robust strategy under development. I have every confidence that we will continue to be a powerful force for positive change in the lives of women affected by the criminal justice system.

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A message from our Chief Executive Officer – Sonya Ruparel

With the external environment remaining hostile towards women, funding challenges and the women we work with continuing to face a lack of empathy, safety, and dignity as they navigate the criminal justice system, Women in Prison owes an enormous amount to our resilient staff team, trustees and funders who have continued to support us.

Throughout the year we heard, and saw, how women in prison were experiencing dire prison conditions, denial of access to their rights, overcrowding, and deeply troubling amplification of mental health problems, writ large by the extraordinary rates of self-harm reported.

Against this backdrop, in 2023-2024 we set out to focus on our organisational culture through developing and embedding new values, alongside a new vision and purpose for Women in Prison - all of which will set the foundations for our future strategy. With an ever-changing and increasingly punitive external environment, we needed to ensure that our organisation had the building blocks to have the greatest impact possible for women.

We invested in bringing our staff together to build collective ownership of the organisation, and in building stability in the core of the organisation. Staff discussions on our values led to the creation of an internal Equity, Diversity and Inclusion Committee to support the organisation's anti-oppressive practices. Funding restrictions and a focus on staff meant that we had to take the decision to close our head office based in Lambeth and seek less expensive premises.

We have ended the year with a surplus, strengthening our financial reserves position. We remain aware of potential risks to our finances related to contract renewals due for our Commissioned Rehabilitative Service (CRS) contracts, and other trust and foundations funds coming to the end of their term. We have managed to reduce our reliance on restricted income in this year by 8%, and we hope to continue this trajectory moving forward. We are forecasting a deficit for the coming year with the intention of investing more deeply in diversifying our funding base. Through this we are seeking to approach fundraising more strategically and enhance our financial sustainability for the future.

In all of this, we also challenged ourselves to maintain our focus on influencing the system for women and we were pleased, as part of this, to be invited to give oral evidence to parliament. The Justice Select Committee invited us to speak as part of their inquiry into the prison population and capacity and the Welsh Affairs Committee on prisons in Wales. Alongside this we organised, as Secretariat, three meetings of the All Party Parliamentary Group (APPG) on Women in Contact with the Criminal Justice System focusing on key issues such as the disproportionate impact of remand on black, racially minoritised and migrant women and how domestic abuse can lead to women coming into contact with the criminal justice system. We are grateful to all the members of the APPG, including our Chair Kate Osamor MP, for all their ongoing interest and engagement in these issues. A special thanks to our partners Hibiscus, Agenda Alliance, Justice, Women's Aid and the Centre for Women's Justice who either presented at or jointly ran APPG meetings with us.

Maintaining a strong focus on our frontline work has been essential in demonstrating both the impact of working directly with women and the challenges and barriers they encounter within the system. This year, we worked with 1,468 women in prison and the community nationally. We are proud to support women through support groups, hubs, drop-in sessions, workshops

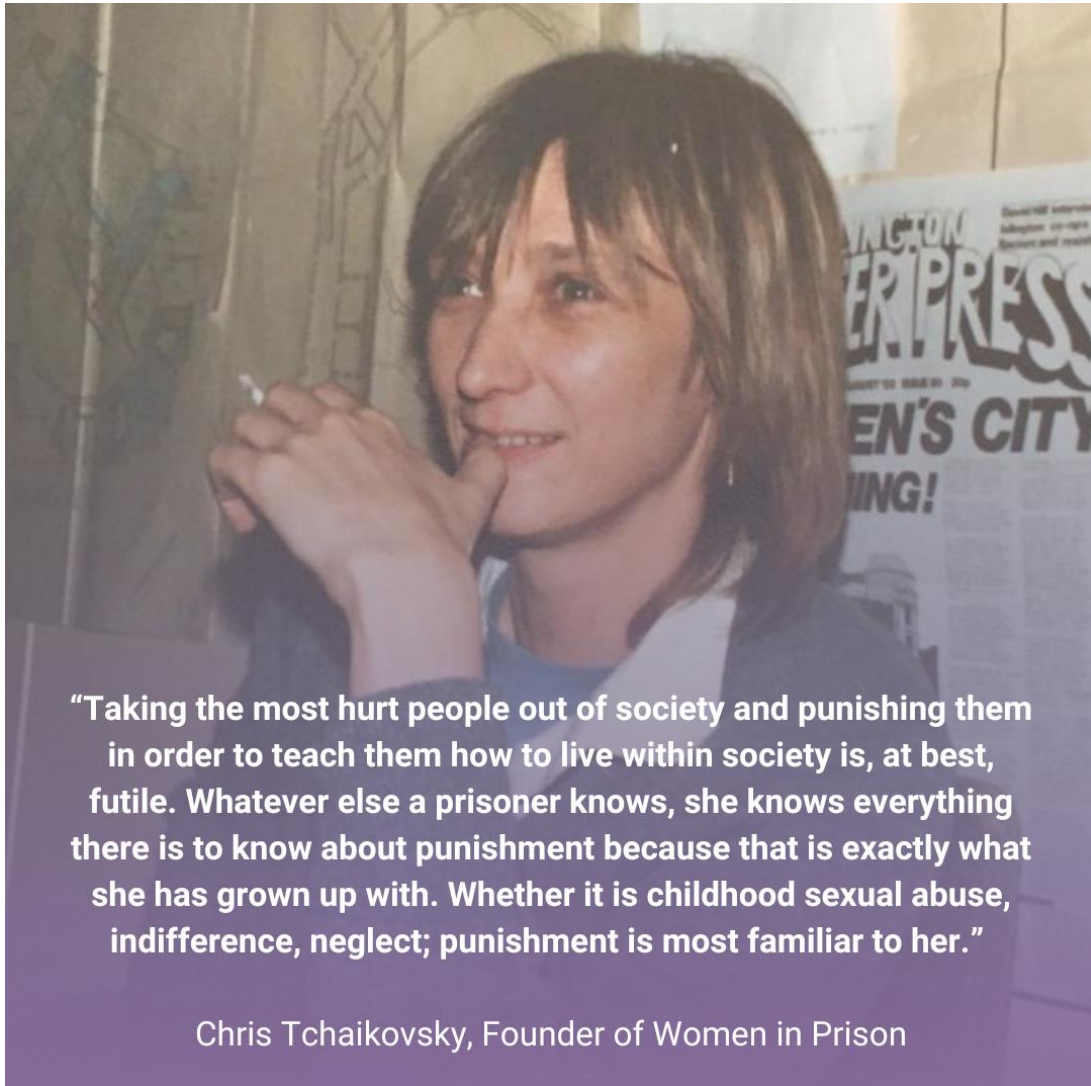
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and signposting/referrals to take positive steps to address multiple challenges they face, including poor mental health, domestic violence and abuse, housing insecurity and debt.

Through deep, long-term support, we worked with 49 women to secure sustainable housing, 23 women to gain employment, and 11 to reunite with their children this year. In 2023/24, 76% of women exiting our services met the key objectives they set, with improvements seen in re-offending, accommodation, mental health, and domestic abuse.

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About Women in Prison



Women in Prison was founded in 1983 by Chris Tchaikovsky, alongside the international criminologist Pat Carlen. Chris’ experience of being in HMP Holloway and the dire circumstances she saw there in the 1970s moved her to act. This history is the root of our purpose; we remain centred on women’s experiences and ambitious for radical change.

Women in Prison is a national charity providing independent, holistic, gender-specialist support to women facing multiple disadvantages, including those in contact with or at risk of contact with the criminal justice system. In addition to offering information and guidance, we work in prisons, the community, and ‘through the gate’, supporting women through women’s centres and hubs to address the root causes of offending.

Our campaigning and influencing work aims to end the harm caused to women, their families and communities by imprisonment. Our strength and ability to influence lies in amplifying knowledge and experience from our frontline team and service delivery, consulting women with lived experience, and in facilitating opportunities for women to speak ‘truth to power’.

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Our Vision

Our Vision is of a society which no longer accepts the structural inequalities that lead women and girls into contact with the criminal justice system.

Our Purpose

We work collaboratively in the community, custody and in prisons with women and girls facing structural inequalities through programmes and campaigns that challenge and change oppressive systems.

Our Values

Change can happen: We are resilient and driven because we know that transformational change must and can happen for women who are facing criminalisation.

We actively strive to be feminist and antiracist: We recognise, acknowledge, include, and celebrate the power, strength and diversity of women and challenge oppressive systems of privilege. We are committed to end racism in all its forms and to challenge where we see inequality and injustice.

We represent the world we want to see: We listen and learn with each other and the communities we exist for and continuously challenge ourselves so that our work, and the ways that we work, represent a world where all women are met with care, dignity and compassion.

We build women's collective power: We work courageously and collaboratively to share power and voice in our programmes and influencing work and build the power as women together, to challenge structural injustice.

The experiences of women in prison

“Alongside decisive short-term action, there is a pressing need for a much bigger conversation about who we are sending to prison, for how long and what we want prisoners to do while they are inside.”

- **HM Chief Inspector of Prisons for England and Wales: Annual Report 2023-24**

The number of women in prison is rising

- Towards the start of the period covered by this report, the 12 women’s prisons in England and Wales were holding 3,348 women (4% of an overall population of 84,436).¹ By the end of the period this number had risen to 3,619.²
- Despite the 2018 Female Offender Strategy committing to reducing the number of women entering prison, this number is predicted to rise by between 3,800 and 4,800 by November 2027.³

Thousands of children are impacted by maternal imprisonment.

- An estimated 17,000 children each year have a mother who is in prison,⁴ and only around 5% can stay at home.⁵
- In the 12 months to March 2024, 55 women and 50 babies were received into Mother and Baby Units.⁶

Many women in prison have experienced abuse.

- Three out of five women report having suffered domestic violence. Over half report emotional, physical, or sexual abuse as a child.⁷
- In 2017, Women in Prison found that 79% of the women using our services had experienced domestic violence and/or sexual abuse.⁸

Many women in prison self-harm

- In the 3 months to March 2024, self-harm incidents increased by 29% in women’s prisons.
- The rate was more than eight times higher in women’s prisons than in men’s prisons⁹

Many women experience homelessness

- Only half of women left prison with settled accommodation in the year to March 2023.¹⁰

¹ Ministry of Justice. Prison Population Statistics 2023. Population weekly bulletin 14 April 2023. <https://www.gov.uk/government/publications/prison-population-figures-2023>

² Ministry of Justice. Prison Population: weekly estate figures 2024. Population weekly bulletin 22 March 2024. <https://www.gov.uk/government/publications/prison-population-figures-2024>

³ MOJ Prison Population Projections: 2023-2028. <https://www.gov.uk/government/statistics/prison-population-projections-2023-to-2028>

⁴ Crest (2021) Counting the Cost of Maternal Imprisonment. <https://www.crestadvisory.com/maternal-imprisonment>

⁵ Prison Reform Trust (2017) Why focus on reducing women’s imprisonment?; see also, Baroness Jean Corston (2007), The Corston Report

⁶ HMPPS Annual Digest 2023 to 2024. <https://www.gov.uk/government/statistics/hmppps-annual-digest-april-2023-to-march-2024/hmppps-annual-digest-2023-to-2024>

⁷ “There’s a reason why we’re in trouble”: Domestic abuse as a driver to women’s offending. Prison Reform Trust 2017.

⁸ Ibid

⁹ Ibid

¹⁰ Table 4. Ministry of Justice. (2023). Community Performance Annual, update to March 2023. GOV.UK. <https://www.gov.uk/government/statistics/community-performance-annual-update-to-march-2023/community-performance-annual-update-to-march-2023>

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Snapshot of our impact

We are proud of the impact we have had in the year, we:

- Ran **3,566 support and advice sessions for 746 women** on a range of topics including mental health, wellbeing, accommodation, finance, benefits and debt.
- **Supported 1,468 women** in prisons and the community (increase from 1,319 in 2022/23).
- **1,319 referrals of women** to our services (increase from 2022/23: 1,011 referrals)
- Ran **189 probation hubs** across Manchester and Trafford, providing a safe space for women on probation whilst providing information, advice and guidance and promoting social inclusion.
- Ran **140 drop in and workshop sessions** across our community projects, focusing on emotional wellbeing, arts & crafts, healthy relationships and support circles.
- Ran **19 sessions** in collaboration with the Young Vic Theatre for the production of Tribe.
- Signposted or **referred 402 women on 821 occasions** to other **specialist services**.

Outcomes for women

Women in the criminal justice system face multiple challenges, and often have experiences of trauma and abuse. Our data shows that 76% of women using our services last year reported mental health concerns, and at least 45% experienced domestic abuse. Housing insecurity is also a significant issue, with 23% of women lacking suitable accommodation and 17% reporting no fixed abode. On average, women have five overlapping needs, spanning areas like housing, mental health, debt, and domestic abuse, reflecting the urgent necessity for comprehensive, multifaceted support.

Women we work with achieved clear, measurable positive outcomes across several areas. In 2023/24, 76% of women exiting our services met key objectives they set, with improvements seen in re-offending, accommodation, mental health, and domestic abuse. We supported 49 women to secure housing, 23 women gain employment, and 11 reunite with their children.

We use the 'Justice Star' as our main impact measurement tool, to measure the impact of Women in Prison'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. Women reported an average improvement across all ten outcome areas of the "Justice Star", reflecting personal growth in areas such as mental health, relationships, and living skills.

Women also consistently self-reported improvements, with 94% expressing overall satisfaction with our services 88% of women felt more confident in accessing education and employment, and 83% gained a better understanding of abuse and safety. Feedback about our services was overwhelmingly positive, with 100% of women reporting feeling listened to, supported, and able to trust their support workers.

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"It's a really good service for vulnerable women. I would 100% recommend it to anyone. There is such a need for this kind of service, and I hope it continues for a long time."

- Women in Prison service user

Our key achievements

- Mobilised new fully staffed **Bridges to Health** team, increasing engagement with women accessing healthcare leaving HMP Bronzefield, Downview and SMP Send.
- Pivoted our **Creating Community Connections** project to focus on domestic abuse survivors, with new partnerships and training in HMP Styal and HMP Eastwood Park.
- The **WomenMATTA** team in Manchester and Trafford secured an £11,000 donation, mobilised a new internal grant system, improved data capture and hosted mindfulness and art sessions at Manchester Art Gallery, where service users could see art created at drop-in sessions. WomenMATTA contributed to a UN-hosted project on reoffending
- Increased capacity at our **South London Women's Hub** after a 50% funding uplift, improved pre-release and through-the-gate pathways for women, and increased the number of women receiving conditional cautions through our out-of-court service.
- Women in Prison Advocates are continuing to deliver high quality and effective support through the **Surrey Commissioned Rehabilitative Services (CRS)**. We are now expanding the service offer to deliver new workshops as part of Women in Prison's emphasis on co-production.
- Co-produced the Spring/Summer edition of **Women in prison's Still / Rise magazine**, edited by women in HMP Styal. Women's artwork, poems and articles were published around the theme of addiction and recovery.
- Successfully influenced **Sentencing Council** to consider pregnancy and postnatal period as mitigating factors in sentencing in close partnership with Birth Companions.
- **Supported Kate Osamor MP** to raise the matter of racial discrimination for black, racially minoritised and migrant women during the remand process with Edward Argar, Minister of State for Prisons, Parole and Probation.

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Our programmes

“Felt like I could say what I wanted with you. You were my listening ear, and I could be open and honest with you. It's been good to have someone separate from family and friends to talk to.”

- *WIP service user*

Bridges to Health works in three women’s prisons to support women while in custody and through their transition to the community. We started a new contract to deliver this programme on 1 April 2023. Building on previous work in partnership with Central & Northwest London NHS Foundation Trust (CNWL) in HMP Bronzefield, the programme is funded for seven years to support sentenced women in two additional prisons, HMP Send and HMP Downview. Women are referred in custody by any professional worker and access support three months prior to and following release. Women in Prison Advocates sit within the prison mental health in-reach teams working with women who have mental and physical health needs, supporting their transition from custody to community.

The Creating Community Connections Project works in partnership with a range of women’s centres, to provide domestic abuse support in seven prisons. It includes providing training for lived experience Women’s Champions to be peer supporters and to deliver domestic abuse toolkits to other women. The project commenced in January 2023 and is funded by HM Prison and Probation Service until March 2025. The project retains the existing structure of the previous Tampon Tax funded project but has shifted its focus to domestic violence and abuse.

It is led by a partnership of women’s centre providers: Women in Prison, Anawim, The Nelson Trust and Together Women and covers seven prisons; HMP Drake Hall, HMP New Hall, HMP Low Newton, HMP Send, HMP Styal, HMP Eastwood Park, and HMP Foston Hall.

We are ensuring we prioritise staff wellbeing, peer support and knowledge sharing through a monthly forum set up for team members working in custody. We have also set up an online space for staff to share resources and input to a database of support services close to women’s prisons across the country. Dedicated meetings are also taking place with Reducing Reoffending Leads at each of the prisons within the women’s estate.

Our **Unsentenced Project** works with women on remand in HMP Bronzefield to provide support with finance, benefits and debt.

The Beth Centre and South London Women's Hubs offer a safe space for advice and support for women affected by the criminal justice system across 10 London boroughs. **South London Women's Hub (SLWH)** is commissioned by the Ministry of Justice (MoJ), the Mayor's Office for Policing and Crime (MOPAC), NHS, and Lambeth Council. It works across 10 South London boroughs: Lambeth, Wandsworth, Merton, Sutton, Bromley, Bexley, Greenwich, Croydon, Lewisham and Southwark. Women in Prison sub-contracts to partners who provide additional services: Pecan, Together, Hibiscus, Spark Inside, Cleanbreak, and Working Chance. Our hubs support women on probation and those at risk of becoming involved with the criminal justice system. This includes:

- Working with women in the community on probation orders, under license, or who are bailed or acquitted, and who self-refer or are referred through other services.
- Working with women who are suitable for an out of court disposal, following either arrest or voluntary attendance at a police station, the project is based in custody suites in Brixton and Walworth police stations.
- Providing substance misuse support to women up to three months before the end of a custodial sentence returning to Lambeth and Southwark. Our advocates work with women to help with arrangements for their release and support them as they transition into the community.
- Delivering the Reconnect programme, designed to support women with health needs to engage in local services, returning to London from women's prisons in the South of England.
- A peer mentor programme developed in partnership with Morley College

A stand-out moment of the year was SLWH's collaboration with the Young Vic theatre to develop a production: Tribe. Led by Director TD Moyo, Young Vic facilitated workshops with women to co-create a play which the women, supported by our Advocates, went on to perform to sell-out audiences for one week in October 2023. The performance had positive impacts for the women including increased confidence, self-esteem and self-belief.

Surrey Commissioned Rehabilitation Services work with women either leaving custody or having received a Community Order by the Court, with referrals made by Probation. It is contracted by the Probation Service for five years and began its third year in 2023. This year Probation completed a review examining the efficacy of the project and noted that Women in Prison has been far more successful in comparison with all other providers, and that where the service falls, it is on the part of Probation rather than Commissioned Rehabilitative Services providers. They are addressing this with the roll out of a training programme for all Probation Officers, including those working in prisons.

WomenMATTA provides women in Manchester and Trafford affected by the criminal justice system and those at risk, with a safe space to access intense, holistic gender-specialist support, and a creative community space. **WomenMATTA** is based in Hulme and has three other hubs across Manchester and Trafford. It provides a 'one-stop-shop' that offers group work, one-to-one support and counselling for women in contact with or "at risk" of contact with the criminal justice system around:

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- Domestic abuse/sexual abuse
- Debt or money issues
- Education, employment and training
- Wellbeing
- Social inclusion
- Housing and homelessness
- Mental health
- Parenting support
- Substance misuse and alcohol addiction
- Physical health

The contract, due to end in March 2026, is with Greater Manchester Combined Authority to deliver its integrated rehabilitation services in Manchester and Trafford. Women in Prison is a member of the Greater Manchester Women's Services Alliance, which holds the contract and sub-contracts to nine women's organisations.

"I really enjoyed the group and feel more optimistic for women's future knowing that organisations like WIP are here to listen and support us." You've been there for me and listened to me. I appreciate everything you have done for me. You've given me a push and without you I wouldn't have done so many things that I should have. Thank you for being patient and understanding."

- WIP service user

External evaluations

This year Women in Prison drew on the conclusions of two evaluations of our work.

The first explores the effectiveness of the Enhanced Engagement Relational Support Service (EERSS) of which Women in Prison's Bluebird Service for women on the Offender Personality Disorder Pathway was a part.¹¹ The second evaluation is of the Healthy Foundations programme, which preceded Bluebird but shared many of its characteristics.¹²

Bluebird

"...had it not been for [Women in Prison] just grounding me in that split second, yeah I dunno I don't think she even knows what kind of an impact she had in that defining moment..."

- Bluebird service user

We ran the Bluebird project between 2013 and 2024 (previously called 'Complex Needs') working with women in London who were leaving prison and on the Offender Personality Disorder (OPD) Pathway, jointly commissioned by Her Majesty's Prison and Probation service (HMPPS) and the NHS. It worked in partnership with the London Pathway Project (a charity working to improve health services for homeless people), the London Probation Service and the Prison Service. This partnership aimed to promote social inclusion and improve the lives of those it worked with through providing appropriate levels of support.

¹¹ Singh B. and Minoudis P. (2023). Evaluation of the Enhanced Engagement Relational Support Service. Women in Prison

¹² Glew C. and Magic J. (2023). Health Foundations Project. AVA (Against Violence and Abuse).

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Across the EERSS services the evaluation showed that Bluebird's services:

- Significantly improved peoples' relationships with others.
- Bridged the gap between people in contact with the justice system and probation, with Bluebird advocates a mediating and encouraging joint working with probation.
- Resulted in a reduction in women missing statutory appointments, including with probation.

Healthy Foundations

A three-year (2019-2022) project funded by the National Lottery Community Fund, Healthy Futures aimed to improve the health of women affected by the criminal justice system. Its work included providing advocacy and support, advice and information, workshops and health promotion. Underpinning its work was a belief that the challenges women involved in the criminal justice system is a failure of the health system. The evaluation of Healthy Foundations found that:

- Women were overwhelming positive about the support and advocacy they received.
- Working with the service improved women's 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.
- Independent advocacy services helped women feel listened to, cared for and valued, more in control of their health, confident about speaking up and able to access additional support.

Co-production

This year we have developed a range of additional opportunities for women to share their experiences, to support the development of our vision, purpose and values, and to share their reflections on our services and what they want to see in future.

Having committed to doing more explicit co-production work last year, Women in Prison developed the process with a particular focus on equality and reciprocity. Thanks to funding from the City Bridge Trust, Women in Prison has been able to offer an internal secondment for a Co-Production Coordinator, giving us the capacity and opportunity to further develop our processes and resources, including doing co-production work with women with lived experience of the justice system who also have mental health needs.

We ran a series of photographic workshops in HMP Styal with women with lived experience of poor mental health and workshops with women across our South London Women's Hubs, who told us their views on mental health. We converted these into sound and visual recordings which we shared on social media.

In early 2023, Women in Prison submitted its co-production project for the Career Matters Lived Experience Charter Status and Award—and was successful. We went on to achieve gold status. This recognition highlights the organisation's high standards, good practices, and commitment to inclusive recruitment and retention of people with lived experience.

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Our campaigning and influencing

“Thank you. I'm so happy and relaxed in this group, very happy.”

- WIP service user

The All-Party Parliamentary Group (APPG) on Women in Contact with the Criminal Justice System

Throughout this year Women in Prison has worked on a range of issues and ensured women with lived experience inform the APPG's work. The APPG is chaired by Kate Osamor MP (Labour). The two vice chairs are Baroness Burt of Solihull (Liberal Democrats) and Baroness Hodgson of Abinger (Conservative).

We worked with a small group of women with lived experience to prepare them for attending the Annual General Meeting in May 2023 to give their views about priorities the group should consider.

In December 2023, we held meeting focusing on racism in the justice system and the disproportionate use of remand for Black, racially minoritised, and migrant women. The meeting had presentations from our partners including Hibiscus Initiatives, Justice, and a woman with lived experience who we continue to work closely with. It was well attended by key partners and funders. It led to Kate Osamor MP raising a question in the MoJ questions session in parliament and meeting directly with Edward Argar, the then Minister of State for Prisons, Parole and Probation.

Double Disadvantage Action Plan

Women in Prison worked with partners – Hibiscus, Agenda, Criminal Justice Alliance, Zahid Mubarak Trust and Muslim Women in Prison – to organise a 'one year on' event in July 2023 to discuss progress made implementing the Double Disadvantage action plan, what the barriers to change are and where we go next. The event was chaired by Sonya Ruparel and attended by over 30 practitioners and policy makers, including senior leaders in the police, Crown Prosecution Service, HM Prisons and Probation Service and Ministry of Justice. Women with lived experience opened the meeting, sharing their experiences and views about the importance of the issue and what needs to change.

Kate Osamor MP agreed to ballot for a Westminster Hall Debate entitled “That this house has considered Black, Asian, minoritised and migrant victims of violence against women and girls who are accused of offending.” This successfully took place in early July 2023 ([Parliamentlive.tv - Westminster Hall](https://parliamentlive.tv/Event/Westminster-Hall-Debate-That-this-house-has-considered-Black-Asian-minoritised-and-migrant-victims-of-violence-against-women-and-girls-who-are-accused-of-offending))

We published a '[one year on progress report](#)' and continue to work with our partners through this project.

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Speaking truth to power

“I love being in a women-only environment as it feels safe, I don't get to be with women much anywhere else.”

WIP service user

- In January 2024, Sonya Ruparel gave evidence to the **Justice Select Committee** on the current prison population and capacity and Kate Fraser gave evidence at the **Welsh Affairs Committee** on prisons. Our main recommendations were for the Ministry of Justice to proactively reduce the women's prison population and commit to working in collaboration across departments to address the root causes of women's offending. We amplified the evidence sessions across our social channels, reaching thousands of people.
- In June 2023, Women in Prison submitted a written response to the **Lords Justice and Home Affairs Select Committee** inquiry on Community Sentences, following consultation with frontline staff, arguing for the need to divert women from the justice system and stressing the importance of full pre-sentence reports to inform sentencing decisions.
- In October 2023, we collated information from the frontline team about Out of Court Disposals to inform our response to **Ministry of Justice's Diversionary and Community Cautions Draft Code of Practice**.
- In November 2023, the Sentencing Council launched a major consultation on "imposition of community and custodial sentences guidelines". Women in Prison responded alongside our partners, Birth Companions, in February 2024 informed by our past work and consultations with staff and women with lived experience. We highlighted concerns about remand, the disproportionate impact on black, racially minoritised and migrant women and the harm done to women by short sentences. In March 2024, the Sentencing Council announced changes to their guidelines and announced that pregnancy, birth and the postnatal period will be included as a specific mitigating factor to be considered by magistrates and Crown Court judges in sentencing decisions. A huge success for all those working on the matter.

Amplifying women's voices

- In March 2023, Women in Prison's Sarah Uncles wrote a guest article for [Glamour magazine](#), highlighting issues in the women's prison estate.
- In May 2023, Sonya Ruparel wrote an article for the [Times](#) with the Howard League for Penal Reform, highlighting that the solutions to crime lie primarily outside the criminal justice system and require investment in housing, education, jobs, and a commitment to ensure people get the support they need .
- In July 2023, the Double Disadvantage event covered by the Today in [Parliament](#) podcast and in The Mirror.
- Women in Prison amplified APPG sessions by reaching out to our email subscribers and sharing on social media. The Justice Select Committee and Welsh Affairs Committee were viewed approximately 12,600 times across social media platforms.
- From December 2023, with a new Head of Communications joining the team, we increased Women in Prison's capacity to respond to the external environment, including regular responses to quarterly Safety in Custody statistics and reports on women's prisons. The knock-on effect was increased engagement across our digital communications channels.

Women in Prison Ltd

Report of the Trustees for the year ended 31 March 2024

- In March 2024, we co-authored a letter to the editor of [The Guardian newspaper](#), responding to a report on treatment of girls in Wetherby Young Offenders Institute.
- Marking International Women's Day 2024, women in custody shared their responses to a prompt "My Story Is..." to raise awareness around the root causes of women's criminalisation. We shared these as a social media campaign across Women in Prison's growing channels, using women's handwritten letters as imagery, the campaign reached over 3000 people collectively over our social channels.

Our 40th Anniversary

"40 years supporting women harmed by the criminal justice system is an important milestone in our history. The important and impactful work by and with many women who went before us makes us deeply proud, and we are excited to share Women in Prison's rich heritage and to continue to build on it as we support women and campaign for lasting change into the future."

Sonya Ruparel, CEO, Women in Prison

Women in Prison was established in 1983 with the singular aim of ending the harm of the criminal justice system on women's lives. Over the past four decades, our initiatives – in custody, 'through the gate' and within the community – alongside our women-led campaigns, have consistently pursued this goal.

"I wouldn't be where I am today if it weren't for WIP's amazing support. Being a part of the 40th Anniversary steering group has been such an honour and an amazing opportunity for me to give back to WIP. I've gained invaluable insights into WIP's amazing history and look forward to being a part of their future work!"

Emilia, WIP service user and 40th Anniversary Steering Group Member

To commemorate and honour this history, Women in Prison will mark its 40th anniversary in 2024 by uncovering archival material, interviewing key figures and stakeholders instrumental in our history and work today, and hosting events to showcase our impact over the past four decades. Funded by the National Lottery Heritage Fund, Women in Prison will use this reflection on our roots to inspire and mobilise more people to help end the harm caused to women, their families and communities from the criminal justice system.

Women in Prison Ltd
Report of the Trustees
for the year ended 31 March 2024

Your support

"I don't like to talk to people, but you have been patient with me and got me back on track. I came away feeling understood and informed."

- Women in Prison service user

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, or support our campaigns, we could not succeed without you. As we enter a new period in our 40th anniversary celebration year with a new vision, purpose, and values, we are motivated to define our new direction with practicality, purpose, and impact. Come with us on our journey as we continue to challenge the systems that oppress women.

Sowing the Seeds of Our Future

Having restructured the Leadership Team last year and put measures in place to enable organisational sustainability and resilience, we made a commitment in the last annual report to enhance our co-production work, and renew the values, vision, and purpose that underpin our strategic priorities.

The values work was led by a Values Working Group made up of staff, trustees, and two women with lived experience who have used Women in Prison services. They attend each meeting and collaborate with us as equal partners. Since our trustees approved our new values, our focus has been on embedding them across the organisation. As a direct result of the values work, the organisation has set up an Equity, Diversity and Inclusion (EDI) Committee, which will drive our EDI strategy and support the organisation to embed anti-oppressive practices.

Similarly, the work to update and redefine our vision and purpose involved the whole organisation, women with lived experience and members of the Board.

This year was marked by a deliberate focus on co-production, connecting our influencing and programmes work, creating opportunities for women with lived experience to engage in advocacy, and investments in the core of the organisation to increase the robustness of our HR, finance, and fundraising capabilities. With these important areas in progress, and a clear new vision for Women in Prison, we have set the stage for developing a new and bold organisational strategy in 2024/25.

Women in Prison Ltd
Report of the Trustees
for the year ended 31 March 2024

Finance and Governance

a) Delivering public benefit

All of WIP's charitable activities are undertaken for public benefit, focusing primarily on:

- **Providing supportive services** to women affected by the criminal justice system, including those in prison, in the community, and those at risk of offending.
- **Enabling women to develop appropriate and sustainable exit strategies** from patterns of offending, thereby reducing the cost to the public purse associated with both offending and criminal justice responses.
- **Contributing to local, national, and international debates, research, and policy development** on issues affecting women in the criminal justice system.

WIP's trustees have consistently complied with the duty to have due regard for the public benefit, as outlined in Section 17 of the Charities Act guidance published by the Commission in 2011.

b) Structure, governance and management

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

Overall governance rests with the Trustees, while the day-to-day operations are delegated to Chief Executive – Sonya Ruparel and the leadership team.

The management team underwent restructuring during the year the previously financial year and now comprises of the Chief Executive, a Director of External Affairs and Campaigns, a Director of Programmes and Partnerships, a Director of Fundraising (not in post) and an Interim Director of Finance and Resources.

The Board is co-chaired by **Juli Browne** and **Harriet Johnson (resigned November 2023)**.

The Board's structure includes two subcommittees with delegated authority:

- **Finance, Audit and Risk Committee:** Chaired by the Treasurer of the Board.
- **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.

d) Financial review

Women In Prison's income is funded with a varied range of grants and commissioned contracts with almost 90% classified as restricted income and just 10% representing unrestricted income. This funding has enabled the charity fulfil government commissioned work and generally fund its charitable purposes.

Women in Prison Ltd
Report of the Trustees
for the year ended 31 March 2024

During the reporting period, the charity was in receipt of 18 restricted grants and commissioned contracts with the focus on three main areas: In Prison, Community projects and Campaigns (including core funding).

Total income in 2023/24 was £3.37m (2023: £2.98m). We therefore achieved a growth in income of £99k during the year despite the challenges of securing new funding. Total expenditure for the year was £3.05m (2023: £3.23m) a decrease of £18k. We ended the year with a surplus of £323k.

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 £2.58m (2023: £2.77m) on direct and support costs related to charitable activities. This was based on an average monthly run rate of £215k, which was slightly lower than the previous year

We still have a healthy reserve balance of £1.172m at the end of the financial period. This includes £911,109 of unrestricted reserves and £260,552 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 £3.5m and a projected cost of £3.7m. The projected deficit is due to the investment in the Fundraising Team. Our major commissioned contracts for 2023/24 are with the MOJ, HMPPS and NHS to deliver our services in prisons and communities.

Given the current balance sheet position, (£1,171m reserves) the Leadership Team is 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 (adjusted for staff that may TUPE to new providers) 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 £1,171m (2023: £848,352), of which £260,552 (2023: £235,045) were restricted funds. Unrestricted reserves were £911,109 (2022: £613,307). 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.

Women in Prison Ltd
Report of the Trustees
for the year ended 31 March 2024

f) **Fundraising**

Women in Prison extends sincere gratitude to all our donors for their ongoing support and commitment to our work. During this period, we made a modest investment in fundraising by appointing a fundraising manager for six months. We plan to launch a significant fundraising campaign in 2024 to increase our voluntary and unrestricted funding. This initiative aims to make us a more sustainable organisation and reduce our reliance on commissioned contracts, necessitating a more substantial investment in fundraising in the future.

Our immediate priority is to secure sustainable funding for our women's centres and the work we do in Manchester, London, and Surrey, as well as for our systems change efforts that are central to our organisational ambitions.

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.

Women in Prison Ltd
Report of the Trustees
for the year ended 31 March 2024

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.

Approval

This Report was approved by the trustees 27 November 2024 and by order of the trustees, signed on their behalf by:

Juli Browne, Co-Chair of Trustees

Jessica Donnellan, Vice Chair

Women in Prison Ltd (a company limited by guarantee)

**Notes to the Financial Statements
for the year ended 31 March 2024**

Opinion

We have audited the financial statements of Women in Prison Limited (the 'charitable company') for the year ended 31 March 2024 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 2024 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

Notes to the Financial Statements for the year ended 31 March 2024

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 [28 and 29](#) 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

**Notes to the Financial Statements
for the year ended 31 March 2024**

preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor'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. This description forms part of our auditor's report.

Women in Prison Ltd

**Notes to the Financial Statements
for the year ended 31 March 2024**

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.

Kevin Fisher FCA (Senior Statutory Auditor)
For and on behalf of Kingston Burrowes Audit Ltd
308 Ewell Road
Surbiton,
Surrey, KT6 7AL

Women in Prison Ltd

**Statement of Financial Activities
(including income and expenditure account)
for the year ended 31 March 2024**

	Notes	Unrestricted Funds 2024 £	Restricted Funds 2024 £	Total Funds 2024 £	Total Funds 2023 £
INCOME:					
Donations and legacies	2	39,175	12,238	51,413	26,741
Charitable activities	3	302,000	3,015,423	3,317,423	2,949,126
Investments	4	449	-	449	307
TOTAL INCOME		341,624	3,027,661	3,369,285	2,976,174
EXPENDITURE:					
Raising funds	5	16,427	-	16,427	50,544
Charitable activities	6	21,029	3,008,520	3,029,549	3,180,557
		37,456	3,008,520	3,045,976	3,231,101
Net Income/(Expenditure)		304,168	19,141	323,309	(254,927)
Transfers between Funds		(6,366)	6,366	-	-
NET MOVEMENT IN FUNDS		297,802	25,507	323,309	(254,927)
RECONCILIATION OF FUNDS					
Total Funds brought forward	12/13	613,307	235,045	848,352	1,103,279
Total Funds carried forward	12/13	911,109	260,552	1,171,661	848,352

There were no recognised gains or losses for 2024 or 2023 other than those included in the Statement of Financial Activities. All income and expenditure derive from continuing activities.

The notes on pages 37 to 49 form part of these financial statements.

Women in Prison Ltd
Company number: 05581944

Balance Sheet
as at 31 March 2024

	Notes	2024		2023	
		£	£	£	£
CURRENT ASSETS:					
Debtors	10	277,768		131,991	
Cash at bank and in hand		<u>1,363,827</u>		<u>1,074,787</u>	
		1,641,595		1,206,778	
CURRENT LIABILITIES					
Creditors:-					
Amounts falling due within one year	11	<u>(469,934)</u>		<u>(358,426)</u>	
NET CURRENT ASSETS:			<u>1,171,661</u>		<u>848,352</u>
NET ASSETS	12		<u>1,171,661</u>		<u>848,352</u>
FUNDS:					
Unrestricted funds	13		911,109		613,307
Restricted funds	13		<u>260,552</u>		<u>235,045</u>
TOTAL FUNDS	13		<u>1,171,661</u>		<u>848,352</u>

The notes on pages 37 to 49 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 behalf by:

2024 and signed on its

Juli Browne
Co-Chair of Trustees

Jessica Donnellan
Vice Chair of Trustee

Grace Stevens
Treasurer of Trustees

Women in Prison Ltd

Statement of Cash Flows
for the year ended 31 March 2024

	Notes	2024 £	2023 £
Net cash provided by/(used in) operating activities	A	288,591	(283,619)
Cash flows from investing activities			
Interest received	4	449	307
Net Cash provided by/(used in) investing activities		289,040	(283,312)
Increase/(decrease) in cash and cash equivalents in the year	B	289,040	(283,312)
Cash and cash equivalents at the beginning of the year		1,074,787	1,358,099
Total cash and cash equivalents at the end of the year		1,363,827	1,074,787

A) Reconciliation of net movements in funds to net cash flow from operating activities		2024 £	2023 £
Net income/(expense) for year		323,309	(254,927)
Interest received	4	(449)	(307)
Increase/(decrease) in debtors		(145,777)	(103,026)
Increase/(decrease) in creditors		111,508	74,641
Net cash provided by/(used in) operating activities		288,591	(238,619)

B) Analysis of cash and cash equivalents	As at 1 April 2023 £	Cashflow £	As at 31 March 2024 £
Cash in hand	1,074,787	289,040	1,363,827
Total cash and cash equivalents	1,074,787	289,040	1,363,827

C) Analysis of net debt	As at 1 April 2023 £	Cashflow £	As at 31 March 2024 £
Debt due within one year	358,426	111,508	469,934
Total debt	358,426	111,508	469,934

The notes on pages 37 to 49 form part of these financial statements.

**Notes to the Financial Statements
for the year ended 31 March 2024**

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.

**Notes to the Financial Statements
for the year ended 31 March 2024**

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.

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

Notes to the Financial Statements
for the year ended 31 March 2024

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.

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 2024

2. DONATIONS AND LEGACIES

	Unrestricted Funds 2024	Restricted Funds 2024	Total 2024 £	Total 2023 £
Donations	39,175	12,238	51,413	26,741

All of the £26,741 recognised in 2023 related to unrestricted funds.

3. INCOME FROM CHARITABLE ACTIVITIES

RESTRICTED FUNDS	2024 £	2023 £
<i>In Women's Prisons</i>		
Aldo Trust	5,250	4,250
Central & NW London NHS Foundation Trust	300,850	86,294
<i>Community Based</i>		
National Lottery Community Fund	-	121,182
City Bridge Trust	111,600	100,000
NHS England	80,000	160,000
Lambeth Council and MOPAC (<i>South London Alliance</i>)	137,481	661,513
Advance Charity	-	25,167
Sutton Council	-	5,000
WomenMATTA project funding	245,896	318,352
Drapers	15,000	-
H Crew	900	900
Individual Grants for Clients	5,119	-
HMPPS	-	71,753
Sheriffs and Recorders	10,000	-
Ministry of Justice	1,913,327	629,328
Wandsworth	5,000	-
DCMS Tampon Tax	-	515,842
<i>Campaigns and core funding</i>		
Barrow Cadbury Trust	30,000	-
Bromley Trust	10,000	10,000
Comic Relief	-	54,340
The Henry Smith Charity	-	32,467
Jabbs Foundation	145,000	41,120
Lloyds Bank Foundation	-	66,250
Total restricted income	3,015,423	2,903,758

Women in Prison Ltd

Notes to the Financial Statements
for the year ended 31 March 2024

INCOME FROM CHARITABLE ACTIVITIES (continued)

	2024	2023
UNRESTRICTED	£	£
Esmée Fairbairn Foundation	100,000	-
Goldsmiths	-	33,000
Individual grants for clients	-	9,041
Comic Relief	15,000	-
Eaves Funds – Lambeth Council	39,434	-
Oak Philanthropy (UK) Ltd	43,000	-
Ministry of Justice	99,994	-
Other income	4,572	3,327
	<hr/>	<hr/>
Total unrestricted income	302,000	45,368
	<hr/>	<hr/>
Total income from charitable activities	3,317,423	2,949,126

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 South East 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.

NHS England

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

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

**Notes to the Financial Statements
for the year ended 31 March 2024**

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.

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.

H Crew and Small prison grants for women

Grant for individual cases, as funds permit.

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.

Notes to the Financial Statements
for the year ended 31 March 2024

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.

Ministry of Justice

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

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.

Women in Prison Ltd

Notes to the Financial Statements
for the year ended 31 March 2024

4. INVESTMENT INCOME

	Unrestricted Funds 2024	Restricted Funds 2024	Total 2024 £	Total 2023 £
Bank interest	449	Nil	449	307

5. RAISING FUNDS

	2024 £	2023 £
Staff costs including training and development	-	37,306
Consultants	16,427	13,238
	16,427	50,544

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

	Direct Costs 2024	Support Costs 2024	Total Costs 2024 £	Total Costs 2023 £
Providing assistance and guidance for women in prison	2,574,980	454,569	3,029,549	3,180,557

£3,029,549 (2023 : £3,180,557) of the above costs, £21,029 (2023 : £171,110) was charged to unrestricted funds and £3,008,520 (2023 : £3,009,447) was charged to restricted funds,

Direct costs included in charitable activities	2024 £	2023 £
Staff costs including training and development	1,656,072	1,662,671
Subcontracted services and in-kind contributions	460,172	504,998
Programme and direct costs	163,097	352,553
Office costs	119,279	83,663
Premises costs	106,371	144,881
Professional fees and consultants	69,989	18,507
	2,574,980	2,767,273

Support costs included in charitable expenditure

Women in Prison Ltd

Notes to the Financial Statements
for the year ended 31 March 2024

	2024 £	2023 £
Staff costs including training and development	309,415	305,219
Programme costs	28,407	18,214
Office costs	53,434	36,373
Premises costs	20,778	21,673
Professional fees and consultants	33,122	21,908
Governance (Note 7)	9,413	9,897
	<u>454,569</u>	<u>413,284</u>
7. ANALYSIS OF GOVERNANCE COSTS		
	2024 £	2023 £
Audit fee	6,500	4,290
Management committee expenses	2,913	5,607
	<u>9,413</u>	<u>9,897</u>
8. ANALYSIS OF STAFF COSTS, TRUSTEE REMUNERATION AND EXPENSES, AND THE COST OF KEY MANAGEMENT PERSONNEL		
	2024	2023
Salaries and wages	1,617,086	1,558,226
Social security costs	162,860	156,646
Pension costs	81,719	77,258
Temporary staff and subcontractors	-	114,668
Other personnel costs	103,822	98,398
	<u>1,965,487</u>	<u>2,005,196</u>
Details of employees who received total employee benefits (excluding employer pension costs) in excess of £60,000 are as follows:	2024 No.	2023 No.
£60,000 - £70,000	1	-
£70,000 - £80,000	-	-
£80,000 - £90,000	1	-
	<u>1</u>	<u>-</u>

Women in Prison Ltd

Notes to the Financial Statements
for the year ended 31 March 2024

The charity makes administrative contributions of £81,719 to a stakeholder pension scheme for 59 qualifying staff members (2023: £77,258 for 75).

The charity trustees were not paid nor did they receive any other benefits from employment with the charity in the year (2023: £nil). Expenses incurred by trustees for travel or other expenses during the year amounted to £2,913 (2023: £5,607) for 5 trustees (2023 : 5 trustees). Trustee donations during the year totalled £Nil (2023: £500).

Staff redundancy payments in the year totalled £Nil (2023: £17,962). The key management personnel of the charity during the year comprised the trustees, the Chief Executive, the Head of National Service Delivery, and the Head of Finance and Governance. The total employee benefits of the key management personnel of the charity were £248,320 (2023: £303,789).

Average staff numbers during the year were 53 (2023: 53). Average full time equivalents during the year were 48 (2023: 48).

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

	2024	2023
	£	£
Trade debtors	119,833	108,886
Prepayments and accrued income	152,115	19,371
Other debtors	5,820	3,734
	<u>277,768</u>	<u>31,991</u>

Women in Prison Ltd

Notes to the Financial Statements
for the year ended 31 March 2024

11. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024 £	2023 £
Trade creditors	184,519	142,131
Taxation and social security	39,024	34,482
Accruals and deferred income	246,391	181,813
	<u>469,934</u>	<u>358,426</u>
Deferred income analysis		2024 £
As at 1 April		65,000
Additions during the year		70,000
Amounts referred to income		(65,000)
As at 31 March		<u>70,000</u>

Deferred income of £70,000 (2023 : £65,000) included above relates to grant income received during the year but relating to future accounting periods.

12. ANALYSIS OF NET ASSETS BETWEEN FUNDS (2023)

2024	General Funds £	Restricted Funds £	Total Funds £
Current assets	1,381,043	260,552	1,641,595
Current liabilities	(469,934)	-	(469,934)
Net assets	<u>911,109</u>	<u>260,552</u>	<u>1,171,661</u>

COMPARATIVE ANALYSIS OF NET ASSETS BETWEEN FUNDS

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

Women in Prison Ltd

Notes to the Financial Statements
for the year ended 31 March 2024

13. MOVEMENT IN FUNDS

	Balance at 1 April 2023	Income	Expenditure	Transfers (to)/from unrestricted	Balance 31 March 2024
Restricted Funds:					
South London Women's Hubs	56,068	1,349,947	1,406,015	-	-
Bluebird Project – Complex needs	53,936	80,000	140,302	6,366	-
DV Project	16,653	400,124	416,777	-	-
Beth Centre	33,127	31,000	64,127	-	-
National Lottery	12,271	-	218	-	12,053
HMP Bronzfield Inreach CNWL	4,340	-	116	-	4,224
Bridges to Health	-	300,850	249,563	-	51,287
Surrey CRS	470	169,255	169,725	-	-
City Bridge Trust - Bluebird	-	111,600	69,423	-	42,177
JABBS Foundation	37,629	145,000	149,537	-	33,092
Lambeth Substance Misuse	-	87,594	59,255	-	28,339
Other restricted funds	20,551	352,291	283,462	-	89,380
TOTAL RESTRICTED FUNDS	235,045	3,027,661	3,008,520	6,366	260,552
Unrestricted Funds:					
General funds	613,307	341,624	37,456	(6,366)	911,109
TOTAL FUNDS	848,352	3,369,285	3,045,976	-	1,171,661

Women in Prison Ltd

**Notes to the Financial Statements
for the year ended 31 March 2024**

MOVEMENT IN FUNDS – Previous year comparison

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

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 2024, the company had commitments under non-cancellable operating leases

	2024	2023
	£	£
Operating leases that expire:		
Within one year	4,865	192
Within two to five years	-	-
	4,865	192

15. RELATED PARTY TRANSACTIONS

There are no other related party transactions to report.