

WOMENS AID COMPANY LIMITED BY GUARANTEE

**Directors Report and Audited Financial Statements
For the financial year ended
31 December 2021**

**Registered number: 58035
Charity Number: CHY 6491
Charity Registration: No. 20012045**

WOMENS AID COMPANY LIMITED BY GUARANTEE

CONTENTS

Directors report	1–17
Independent auditor's report	18-20
Statement of financial activities	21
Statement of comprehensive income	22
Statement of financial position	23
Statement of cash flows	24
Notes to the financial statements	25 - 43

WOMENS AID COMPANY LIMITED BY GUARANTEE COMPANY INFORMATION

Chairperson	Ailbhe Smyth
Directors	Ailbhe Smyth Suzanne Handley Niamh Ni Dhomhnaill Rosaleen McDonagh (appointed 15 September 2021) Salome Mbugua Henry (appointed 15 September 2021) Golda Hession (appointed 15 December 2021) Martina Quinn (appointed 15 December 2021)
Company Secretary	Mary O'Connor
Auditors	JPA Brenson Lawlor, Brenson Lawlor House, Argyle Square, Morehampton Road, Dublin 4.
Bankers	Allied Irish Banks plc, 1-4 Lower Baggot Street, Dublin 2. Bank of Ireland Newlands Cross, Dublin 22
Solicitors	Regan Solicitors, 24 Main Street, Blackrock, Co. Dublin.
Business address / Registered Office	5 Wilton Place, Dublin 2.

WOMENS AID COMPANY LIMITED BY GUARANTEE

DIRECTORS' REPORT

FOR YEAR ENDED 31 DECEMBER 2021

The directors present their annual report together with the audited financial statements of the company for the year 1 January 2021 to 31 December 2021. The directors confirm that the Annual Report and financial statements of the company comply with the current statutory requirements, the requirements of the company's governing document and the provisions of the Statement of Recommended Practice (SORP), applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

The content of the director's annual report is set out in the following headings:

1. Objectives and activities,
2. Achievements and performance;
3. Financial review;
4. Structure, governance and management;
5. Plans for future periods;
6. Designated reserves

Objectives and Activities

Policies and objectives

The main object for which the company is established is:

Women's Aid is the leading national organisation that has been working in Ireland to stop domestic violence against women and children since 1974. We work to make women and children safe from domestic violence by offering support to women and their families and friends, providing hope to those affected by abuse and working towards justice and social change.

The **Women's Aid Constitution** sets out the main objectives for which the Company was established:

1. To provide a range of high quality, specialized, integrated, domestic violence services to protect and assist women and children experiencing domestic violence. These high quality specialised services to include but not limited to the operation of a helpline, a court accompaniment service, a training unit and a one to one service enabling women experiencing domestic violence to attend for a meeting with a staff member of Women's Aid.
2. To be a centre of excellence for the provision of training to frontline responders to the issue of domestic violence.
3. To bring the experiences, needs, concerns and requirements of women and children experiencing domestic violence to the legislative and policy making fora and to continue to lobby for changes in domestic violence legislation in order to keep in step with ever changing social and political times.
4. To be a centre of excellence for the development of professional and organisational responses to women and children experiencing domestic violence.

**WOMENS AID COMPANY LIMITED BY GUARANTEE
DIRECTORS' REPORT
FOR YEAR ENDED 31 DECEMBER 2021**

5. To articulate the reality of domestic violence, the impact of domestic violence on women and children and the community and the need and opportunities for change.
6. To use the expertise, knowledge and experience of the organisation to promote the protection and welfare of children of all ages and teenagers living with or at risk of domestic violence.
7. To be an informed organisation responsive to the needs and interests of women and children experiencing domestic violence.
8. To hold fundraising events for the purpose of raising money for the organisation in order to assist it in achieving its stated objectives and goals.

In 2021 Women's Aid developed its new Strategic Plan 2022-2024 which further sets out the organisations Vision, Purpose and Values as follows:

Vision

Women's Aid vision is an equal Ireland, with zero tolerance of domestic abuse and all other forms of violence against women.

Purpose

Women's Aid is a national, feminist organisation working to prevent and address the impact of domestic violence and abuse.

We do this by:

- Advocating, influencing, training, and campaigning for effective responses to reduce the scale and impacts of domestic abuse on women and children in Ireland.

And

- Providing high quality, specialised, integrated, support services.

Values

Our organisational values of **Courage, Co-Operation, Inclusivity, Empowerment, Equality and Change** express the ideals and beliefs that sustain and guide us in every aspect of our work.

WOMENS AID COMPANY LIMITED BY GUARANTEE

DIRECTORS' REPORT

FOR YEAR ENDED 31 DECEMBER 2021

Achievements and performance

a. Review of activities

The principal activity of Women's Aid CLG is the provision of information, support and services for women and children who are experiencing domestic violence. This company is a not for profit organisation.

As a leading NGO in the violence against women sector, Women's Aid provides a range of services to women experiencing domestic violence through our delivery of:

24hr National Freephone Helpline 1800 341 900

Women's Aid operates the 24hr National Freephone Domestic Violence Helpline in the Republic of Ireland. The Helpline provides a listening ear, emotional support and practical information to women subjected to violence and abuse from their current or former partners. The Helpline also acts as a 'gateway' for direct referral to all other local specialist services across Ireland. It is the only free, national, domestic violence and abuse Helpline with specialised, trained Support Workers, fully accredited and quality assured by The Helplines Partnership.

The National Freephone Helpline is now four times accredited to the **Helpline's Partnership Quality Standard** (spanning a period of 10 years to date). This accreditation was granted after a rigorous accreditation process and inspection by the Helpline's Partnership in 2021 and is valid up to November 22nd 2024.

The Language Line – Women's Aid Telephone Interpretation Service

The 24hr National Freephone Helpline has a Telephone Interpretation Service facility covering 200+ languages for callers needing support in their native language.

Instant Messaging Support Service (IMSS)

The Women's Aid IMSS is a free, confidential and secure service where women can seek support and advice from fully trained Helpline Support Workers through instant messaging. The service is open daily and can be accessed through [womensaid.ie](https://www.womensaid.ie) or [toointoyou.ie](https://www.toointoyou.ie). The service is more easily accessible to women who feel they are at risk of being overheard by their abuser.

All of the services operated by the Helpline Team are a gateway into our Dublin based face-to-face services and to all other local, independent domestic violence and abuse support services and refuges around the country.

Power to Change Programme:

The 'Power to Change' (PTC) support group is a free support programme for women who are survivors of domestic abuse. The formal programme is a psychoeducational group process run in weekly 2-hour sessions over the 12 week period. The empowerment programme offered for women who have left an abusive relationship and are recovering from the trauma of that experience. Women's Aid completed its second PTC programme during 2021 despite continuing challenges related to the pandemic.

Due to the ongoing Covid19 situation our second 'Power to Change' programme was delivered via Zoom, over twelve weeks. Delivering via Zoom allowed women from outside Dublin take part.

WOMENS AID COMPANY LIMITED BY GUARANTEE

DIRECTORS' REPORT

FOR YEAR ENDED 31 DECEMBER 2021

Face-to-Face Services in the Greater Dublin Area

One-to-One Support Service

The Women's Aid One-to-One Support Service provides in-depth information and support to women who have been subjected to domestic violence and abuse throughout Dublin City and County. This ongoing face-to-face and phone support can include court accompaniment, safety planning, advocacy and referral support to external organisations. Our advocacy and referral work includes accompaniment to the local Gardaí to make statements; assistance with legal aid applications; support with immigration status within the context of domestic violence and abuse; advocating to Housing Authorities for women who are no longer safe in their homes; and support in accessing local refuges. Court accompaniment includes emotional support before, during and after the court proceedings, clarifying legal terminology and exploring further options. We support women with applications and hearings in the context of domestic violence orders as well as access, custody, maintenance, divorce and separation cases where domestic violence and abuse is present.

Domestic Abuse Information and Support Service (D.A.I.S.) - A Drop-In Service for Women in Dolphin House Family Law Court¹

Based in the Dolphin House Family Law Court in Dublin, the Domestic Abuse Information and Support Service (D.A.I.S.) is a free and confidential drop-in service for women who are subjected to domestic violence and abuse. The service is available Monday to Friday 9.30am to 4.30pm and provides support and information on legal options and safety planning, and links women in with domestic violence and abuse services for ongoing support. Women's Aid runs this service in partnership with the Inchicore Outreach Centre.

High-Risk Support Project

The High-Risk Support Project provides a multi-agency response to women at a high-risk of ongoing violence, abuse and homicide from their ex-partners and ex-spouses. Women's Aid works with An Garda Síochána and local domestic violence services to deliver a coordinated rapid response system for women and their families, which is generously supported by the Vodafone Foundation and the Department of Justice.

Women's Aid Maternity Project

This is an innovative pilot project (2021-2024) which has the aim of enhancing maternity hospitals' and units' response to victims/survivors of domestic violence and abuse through a jointly created, delivered and operated Domestic Violence and Abuse Training, Awareness and Referral Programme. The project is a partnership between Women's Aid and three Dublin Maternity hospitals and Cork University Maternity Hospital who collaborate on delivery and evaluation of the key strands of the programme.

Working for Social Change

— Specialised Training

Women's Aid's Training and Development Department has a proven track record of designing and delivering specialist domestic violence and abuse training to local and national organisations throughout Ireland. We support organisations in the statutory, community and voluntary sectors, as well as corporate bodies, to enhance and improve responses to women who are subjected to domestic violence and abuse. All Women's Aid training is informed and guided by our decades of experience directly supporting women and by models of best practice.

¹ Formerly known as the Dolphin House Family Law Court Support and Referral Service

WOMENS AID COMPANY LIMITED BY GUARANTEE

DIRECTORS' REPORT

FOR YEAR ENDED 31 DECEMBER 2021

— Public Awareness and Campaigns

Women's Aid leads the way in raising awareness and providing information on domestic violence and abuse to victims and survivors, their families and friends, their communities and wider society. Our annual public awareness campaigns and communications activities are a vital way to highlight the prevalence, nature and impact of domestic violence and abuse, intimate relationship abuse and femicide.

Too Into You is a Women's Aid campaign and resource for young women (aged 18-25) to learn about their intimate relationships and seek support and advice if they are suffering or fear they may be suffering intimate relationship abuse. Friends, classmates, colleagues, family members and professionals can also access information about intimate relationship abuse here. The campaign highlights the hidden reality of many young intimate relationships.

We also engage with the media to promote the 24hr National Freephone Helpline and our other support services. The Women's Voices Testimony Project encourages and facilitates victims and survivors to tell their stories in a safe way to improve awareness on domestic violence and abuse and reach women in similar situations

Influencing Government and Policy

Women's Aid provides solution-based recommendations on improving preventions, legal responses, policies and protections to support women and children subjected to domestic violence and abuse, and we bring their concerns to a number of national and local fora. We make submissions and meet with government ministers, policymakers and members of the Oireachtas to discuss a range of issues and collaborate with other agencies and organisations to bring about social and political changes.

Important outputs and developments in 2021 included (provisional figures subject to final confirmation):

The National Freephone Helpline

- The Helpline team spent **3,319 hours** supporting callers around the issue of domestic violence from **1st January to 31 December 2021**. Showing a 6.5% increase when compared with 2020.
- The Helpline Support Workers responded to **18,917** contacts during 2021.
- **A total of 548 calls** were facilitated through the **NFH Language Line**, (Polish is the most frequently used language with 149 contacts for the service), a **26% increase** for the same period the previous year, 2020.
- A total of **1,420** contacts were supported through our **Instant Messaging Support Service**.
- The National Helpline responded to **795 support emails**.

WOMENS AID COMPANY LIMITED BY GUARANTEE DIRECTORS' REPORT FOR YEAR ENDED 31 DECEMBER 2021

Face to Face Services:

- **Domestic Abuse Information and Support Service (D.A.I.S.) 572 Individual Women** supported through **905 drop ins** to this dedicated service based in Dolphin House family law courts in 2021 (combined face to face contact meetings & dedicated mobile phone support set up to continue the service during Covid 19 restrictions).
- **High Risk Support Project: 290 women** supported by HRSP, including 107 new users in 2021, and 121 case closures. At the end of 2021 there are 169 active project service users.
- **Outreach Clinics/Court Accompaniment:** The Outreach team engaged in **1,134 face-to-face contacts** with women in total during 2021, and there were **2,098 support calls/texts** with women. 994 support visits were held with **276 women**, and 173 women used this service for the first time this year. Outreach staff accompanied 75 women to court on 140 occasions.
- **Emergency funds to support women:** in 2021 Women's Aid dispensed €109,044 in funds to women in receipt of support from our services, and their children. These vital funds covered a wide range of urgent and practical needs including (but not restricted to) CCTV and home security costs, bills, groceries, as well as offering some small contribution at Christmas time, a key point of financial pressure for women suffering economic hardship as a direct and indirect result of the abuse they are subjected to.

National Emergency fund for women and children 2021: Through simply unprecedented public generosity Women's Aid was in a position, for the first time ever, to further extend our emergency funds to benefit women and children nationally via a scheme offered to our colleagues in local domestic violence services throughout the country. €300,000 was distributed in €10,000 allocations across 30 different specialist services for the direct benefit of women and children. The impact and reach of this fund will be reviewed and reported in more detail mid-2022.

Policy, Advocacy & Public Awareness

During 2021 Women's Aid engaged in numerous public awareness, advocacy and policy initiatives with key stakeholders, to highlight issues related to violence against women and to advocate for social and policy change. Between Valentine's Day and International Women's Day in March, Women's Aid highlighted the link between gender inequality and violence against women and expressed our concern about the prevalence of intimate relationship abuse against young women in particular, through a targeted '**Too Into You**' **social media awareness campaign**.

In June we launched the Women's Aid [Annual Impact Report 2020](#). The launch was held via Zoom and was very well attended with over 400 participants many of whom are important stakeholders in Ireland's continuing work to prevent and combat domestic abuse including: survivors, politicians, policy-makers, health and legal professionals, academics, policing and other experts. Speakers included: Sarah Benson (CEO, Women's Aid), Dr. Adrienne Barnett (Senior Lecturer in Law, Brunel University London), Mary-Louise Lynch (Founder, SISI - a collective of women survivors of intimate abuse), Dr. Niall Muldoon (Ombudsman for Children), Hildegard Naughton, T.D., Minister of State the Department of Justice (Temporary) with special responsibility for Civil and Criminal Justice.

WOMENS AID COMPANY LIMITED BY GUARANTEE DIRECTORS' REPORT FOR YEAR ENDED 31 DECEMBER 2021

In November, Women's Aid launched a new **partnership with the Hair and Beauty Industry Confederation (HABIC)** that saw domestic abuse support resources rolled out to over 2,500 hair and beauty salons across the country. The new partnership built a greater understanding and knowledge of domestic violence and abuse among hair and beauty professionals and created awareness with salon customers and employees on the prevalence, nature of domestic abuse and support pathways that are available.

Also in November, **Allianz & Women's Aid** launched *World's Strongest Women* campaign on the theme of domestic abuse across television, digital and radio. This high profile campaign raised awareness of domestic abuse and the resources and services available for women across Ireland who may be experiencing it.

Also during 2021 Women's Aid produced the updated '**2021 Femicide Watch Report**' and the organisation delivered its annual '**16 Days Against Violence Against Women**' campaign, with a second '**Too Into You**' Campaign run to raise awareness of intimate relationship abuse, featuring the research report noted below. Women's Aid distributed its new free Help a Friend tool and Online Safety Guide as part of the Too Into You campaign. Women's Aid continued to promote its instant messaging service to provide support online. The Too Into You campaign helped young women to understand new and important legislation the Harassment & Harmful Communications and Related Offences Act 2020 (CoCo's law), provided information on the prevalence of abuse, and provided advice on supporting a friend if they are experiencing abuse.

In November 2021 The Too Into You campaign was awarded the European Citizen's Prize by the European Parliament. The prize is awarded for projects the Chancellery deem to have 'displayed exceptional achievements and/or outstanding commitment'.

The organisation continued throughout the year to advocate in a range of Policy forums and with key stakeholders, to highlight issues related to violence against women and advocate for social and policy change.

Research

Women's Aid commissioned new research on intimate relationship abuse against young people as part of the Too Into You project. The research built on the findings from the 2020 One in Five study which found that 3 in 5 young people aged 18-25 have experienced or know someone who has experienced abuse by a current or former partner. The new research looked at young people's understanding of intimate relationship abuse and their attitudes to intervening if they were worried someone they knew might be experiencing abuse. The research included a nationwide survey conducted with 500 young men and women across Ireland and a number of in-depth focus groups.

The main research findings were published in November 2021 which found that 4 in 5 young people believe those experiencing abuse do so in silence and don't seek help. While young people feel a responsibility to intervene if they are concerned a close friend might be experiencing intimate relationship abuse, they have a number of concerns which might prevent them from doing so. The research also found that while many did clearly recognise the cause and effect of intimate relationship abuse, a significant proportion of young people surveyed had a number of misconceptions around the causes of intimate relationship abuse.

**WOMENS AID COMPANY LIMITED BY GUARANTEE
DIRECTORS' REPORT
FOR YEAR ENDED 31 DECEMBER 2021**

From the main findings of the research Women's Aid developed a new *Help a Friend* tool to help young people learn how to spot the signs of abuse, how to start the conversation with someone they are worried might be experiencing abuse, and learn about supports and advice available at www.toointoyou.ie. Women's Aid also delivered a public awareness campaign on social media directed at young people to encourage them to check in on their friends and to raise awareness of intimate relationship abuse.

Social Media platform Statistics

Website*	2020	2021	Var +/-
www.womensaid.ie	290,586	213,206	- 77,380
www.toointoyou.ie	19,742	17,122	- -2,620

*Note that our Cookies Notice was applied to the websites in December 2020 and therefore has significantly impacted on the analytical data from that point to the present day

Social Media	2020	2021	Var +/-
Facebook	37,463	41,134	+3,293
Twitter	19,711	21,132	+1,911
Instagram	6,857	11,209	+2,357
LinkedIn	N/A	10,085	

Policy Submissions.

Women's Aid produced the following policy submissions to support and encourage government on issues related to domestic violence and abuse against women and children:

1. Women's Aid Submission to the Consultation on the Review of the Equality Acts, December 2021
2. Submission to the SPHE Curriculum Redevelopment, November 2021
3. Submission to the Joint Committee on Justice on Women's Shelters and Domestic Abuse Refuges, August 2021
4. Submission to the Judicial Planning Working Group, July 2021
5. Submission to the Third National Strategy on Domestic, Sexual and Gender-based Violence, June 2021
6. Submission to the Citizen's Assembly on Gender Equality, June 2021
7. Submission to the Review Group on Child Maintenance, March 2021
8. Submission to the General Scheme of the Online Safety and Media Regulation Bill, March 2021
9. Submission to the Consultation on Domestic Violence Leave, March 2021
10. Submission to the Family Court Bill General Scheme, February 2021
11. Children and Domestic Violence Group Submission to the Family Justice Oversight Group Consultation, February 2021

Training:

During 2021 Women's Aid delivered 60 training events to 600 participants online. 26 organisations availed of bespoke training for a single organization group(s), and representatives of 143 different organisations participated in mixed group trainings.

Additionally, the Training & Development Department delivered a range of inputs and awareness sessions during 2021, a total of 15 events to over 500 people. A round of comprehensive Helpline training, for the National Freephone Helpline volunteers, was also delivered in 2021 online.

WOMENS AID COMPANY LIMITED BY GUARANTEE
DIRECTORS' REPORT
FOR YEAR ENDED 31 DECEMBER 2021

b. Results

The surplus for the year amounted to €329,794 (2020 surplus: €1,646,642).

Important Note on 2021 surplus:

While the surplus indicated above is €329,794, it is important to note that the Board have designated an additional **€1,069,600** of our unrestricted reserves to designated funds as seen in note 16 of the financial statements. Designated funds at the end of the year 2021 total €2,828,086. (2020 €2,611,974) which are funds designated by the Board for the purposes set out in the table below.

Covid-19 has continued to affect both demand and funding for the charity sector. Women's Aid continues to face increases in demands for our services. There is reason to believe that this demand will continue to increase in the coming months. Based on the Board's consideration of the current economic situation due to Covid 19, and the effects this and other external environmental factors may have on the future funding of Women's Aid, the Board believe that the level of unrestricted reserves after designation is satisfactory and will approach the next year with caution. The Board will continue to monitor the reserves on a monthly basis.

Designated Purpose	Description	Amount
6 months operational costs in case of closure		€1,772,388
New HR system	This software is required support our growing team with time on/off management and our HR function.	€10,500
Essential works to our Women's Aid head office	To ensure our building is fit for purpose to facilitate continuity of essential service delivery.	€40,000
New Website	Once off contracted expense relating to website upgrade commenced in 2021 and to be completed 2022.	€8,897
Women's Aid internal Legal, Security & Emergency Fund	Providing direct practical assistance to women and their children accessing our services.	€107,000
Maternity Outreach project	Designated to ensure continuity of this innovative 3 year project which commenced April 2021 with grant support, to collaborate with partner Maternity Hospitals in support of pregnant women experiencing or at risk of domestic violence.	€318,500
Too into You project	Expanding and developing Women's Aid dedicated work to raise awareness and offer support to young women (18-25s) subjected to or at risk of intimate relationship abuse.	€173,077

**WOMENS AID COMPANY LIMITED BY GUARANTEE
DIRECTORS' REPORT
FOR YEAR ENDED 31 DECEMBER 2021**

Survivor Engagement / Survivor Advocacy	To build on the Women's Aid testimonies project, and enhance survivor, support engagement and collaboration.	€124,724
Employer Engagement Project	This is an initiative of our Training & Development Department to develop a targeted offer to employers to increase workplace supports to victims/survivors of domestic abuse.	€148,000
Research Project	This will be commissioned in 2022-2024 in line with our strategic plan to give an evidence base for policy improvements.	€125,000

c. Dividends and retention

The company is precluded by its constitution from paying dividends either as part of normal operations or on distribution of its assets in the event of a winding up.

d. Political contribution

The company made no political contributions during the year, as defined by the Electoral Act 1997.

Financial review

The Directors report the following financial events during the year.

The financial results for the year ended 31st December 2021 are shown in the Statement of Financial Activities on page 21 and are considered satisfactory by the Board.

a. Sources of funding

Women's Aid received 29% (statutory funding accounted for 28.89% of expenditure in 2021) of its income from statutory sources during 2021, to support the organisation in the delivery of frontline services, training delivery and strategic public awareness raising. The statutory sources of income were as follows, and as specified in the financial pages of this audit report:

- Tusla, Child and Family Agency
- The Department of Justice (Victims of Crime Scheme)
- The Department of Rural and Community Development (Administered by Pobal)

The funds received from all statutory sources are restricted for a fixed period. The remainder of Women's Aid funding (approximately 71% of expenditure in 2021) is sourced annually through fundraising donations, charity shop income and non-statutory grants.

b. Going concern

After making appropriate enquiries, the Directors have a reasonable expectation that the company has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the Accounting Policies in note 1 to the financial statements.

WOMENS AID COMPANY LIMITED BY GUARANTEE DIRECTORS' REPORT FOR YEAR ENDED 31 DECEMBER 2021

c. Principal risks and uncertainties

Similar to a great many Community and Voluntary organisations in the Republic of Ireland, Women's Aid continue to face a number of risks and uncertainties which have the potential to impact on our ability to deliver our mission. In 2021 work to address these risks and uncertainties continued to dominate the agendas of the Board and Management Team meetings. At a financial level, Women's Aid managed these risks and uncertainties through the regular revision of its budget, based on up-to-date information.

d. Events since the year end

There have been no significant events affecting the company since the year end that would impact the financial statements. The Covid 19 pandemic continues into 2022 but the organisation has put in place plans to mitigate any potential risks in this regard.

e. Budget Controls

A detailed annual budget is prepared in line with the organisations strategic planning priorities and is initially reviewed by the Audit Committee and subsequently by the Board who approve it. Actual results and outcomes are compared against the budget to ensure alignment with the plan, and to maintain tight budgetary control and value for money.

Structure, governance and management

a. Organisational Structure

The company is registered as a company limited by guarantee not having a share capital, under Part 18 of the Companies Act 2014. Its company registration number is 58035. The objectives of the company are charitable in nature with established charitable status under Registered Charity Number 20012045, CHY6491.

The principal object of the company is to provide information, support and services for women and children who are experiencing male domestic violence. Every member of the company undertakes to contribute to the assets of the company, in the event of the same being wound up while a member or within one year of ceasing to be a member, for the payments of the debts and liabilities of the company contracted for before they ceased to be a member and of the costs, charges, and expenses of winding up, and for the adjustments of the rights of the contributors among themselves, such amount as may be required not exceeding €1.27.

Women's Aid is governed by a voluntary Board of Directors. The staff team, to whom the Board delegates operational responsibilities, comprises the CEO, Department Managers, staff and trained volunteers. The departments, and related staffing levels in 2021 are as follows (PT denotes Part-Time):

1. **CEO/Finance (4):** CEO, Financial Controller, Finance Assistant (PT), Organisational Administrator (PT), Reception staff X 2* PT (*via Community Employment scheme so not on payroll.)
2. **Helpline (14):** Manager, Volunteer Co-Ordinator, Helpline staff X 7 (PT), panel (relief) staff x 5 and approximately 25 volunteers.
3. **Services Department (9):** Manager, Outreach Workers X 3 (1 PT), High Risk Support Project Co-ordinator, High Risk Support Project worker, SRS project worker (PT), Floating Support worker, Administrator (50:50 Services and Helpline admin).
4. **Training and Development Department (5):** Manager, Trainer X 3 (1 PT) and Administrator (PT),

**WOMENS AID COMPANY LIMITED BY GUARANTEE
DIRECTORS' REPORT
FOR YEAR ENDED 31 DECEMBER 2021**

5. **Strategic Communications & Fundraising (6):** Strategic Communications & Fundraising Manager, Communications and Fundraising Officer, Policy Officer, Too Into You Project Leader, Donor Care Officer (PT), Administrator (PT).
6. **Maternity Project (2):** Project Coordinator (PT) and Project worker (FT)
7. **Charity Shop (2):** Manager, Shop Assistant (PT), approximately 6 Volunteers

Staff Whole Time Equivalent: A number of staff are employed on part-time contracts and the whole time equivalent in 2021 is **34.64**

The outstanding Volunteer contribution to the work of Women's Aid was:

Helpline: **1,622.5** hours
Charity Shop: **798** Hours

Remuneration of staff: Numbers of staff in receipt of in excess of €60,000 per annum

€60,000 - €70,000: 3 people

€70,000 -€80,000: n/a

€80,000 - €90,000: 1 person

b. Method of appointment or election of Directors

The management of the company is the responsibility of the Directors who are elected and co-opted under the terms of the Constitution.

c. Risk management

The Directors have assessed the significant risks to which the company is exposed, in particular those related to the operations and finances of the company, and are satisfied that systems and procedures are in place to mitigate its exposure to these significant risks.

d. Directors of the company

The Directors who served during the financial year were:

1. Ailbhe Smyth
2. Temenuzhka Raycheva Yonkova (resigned 17 February 2021)
3. Rachel Mullen (resigned 15 December 2021)
4. Maura McLaughlin (resigned 15 December 2021)
5. Jennie O'Reilly (Resigned 13 August 2021)
6. Suzanne Handley
7. Niamh Ni Dhomhnaill
8. Rosaleen McDonagh (Appointed 15 September 2021)
9. Salome Mbugua (Appointed 15 September 2021)
10. Golda Hession (Appointed 15 December 2021)
11. Martina Quinn (Appointed 15 December 2021)

WOMENS AID COMPANY LIMITED BY GUARANTEE DIRECTORS' REPORT FOR YEAR ENDED 31 DECEMBER 2021

e. Governance

The company conducts an annual appraisal of its own performance, that of its Board and other Committees, and that of individual Board members. Particular emphasis is given to delegation of responsibilities, communication channels and methods, skill sets and skill gaps, training needs and relevant external factors (such as changes in legislation and regulatory frameworks).

A comprehensive Governance Document is in place to support the operations of the Board, in conjunction with the Women's Aid Constitution.

During 2021 Women's Aid completed a compliance report in accordance with the Charities Governance Code.

f. Finance Audit & HR Sub-committee

The purpose of the Finance, Audit & HR Committee (FAHRC) is to oversee, on behalf of the Board, the integrity of the financial reporting controls and procedures implemented by management, in order to protect the interests of its stakeholders. This committee is also responsible to the Board for ensuring that an effective Human Resource Management System is in place (which includes compliance with legislation).

The FAHRSC reports to the Board. It also provides the communication link between the company and the external auditor.

The sub-committee met five times in 2021 (including remote meetings). During the year, and between committee meetings, there were regular updates from senior staff on current accounting issues along with progress reports from the Financial Controller, and system checks by the Board Treasurer, who is a member of the Sub-Committee.

g. Governance & Risk Sub-Committee

The principle objective of the Governance & Risk Sub-Committee is to ensure good corporate governance and, in particular, to adopt the Governance Code for Community, Voluntary and Charity Organisations in Ireland.

In addition, the purpose of the Committee is to ensure that there is a robust and effective process for evaluating and mitigating risk, and; to oversee the performance of the Board, Board Committees and individual Directors and to ensure that the Board fulfils its functional responsibilities.

The Committee met twice during 2021 (with additional remote communications) and engaged in regular updates and work progress between meetings in conjunction with the CEO.

h. Strategic Planning Sub-Committee

The role of the Strategic Planning Sub-Committee is to:

- To oversee the development, implementation and evaluation of 3-5 year strategic plans for Women's Aid and the development, implementation and evaluation of annual business/operations plans. The responsibility for drafting of the strategic and annual plans are with the Women's Aid CEO and the Management Team.
- To oversee the development, implementation and evaluation of an organisational development plan to ensure that Women's Aid has the appropriate structures, systems, staffing and skills to enable it to deliver on its mission, meet its strategic goals and comply with statutory requirements and obligations.
- To oversee the development of any new services that the Board has agreed that Women's Aid will provide.

WOMENS AID COMPANY LIMITED BY GUARANTEE

DIRECTORS' REPORT

FOR YEAR ENDED 31 DECEMBER 2021

The Committee met once during 2021 (with additional remote communications). The Board collectively reviewed and signed off on the final strategic plan 2022-2024 during this period.

Plans for future periods

Women's Aid will continue to deliver its vital frontline services, critical public awareness and advocacy and expert training. In 2021 Women's Aid finalised its new Strategic Plan to support the organisation to identify opportunities for growth and development. Much is informed by the organisations experience and response to the Covid 19 crisis which began in 2020 and continues into 2022

Women's Aid response to Covid 19, and plans for 2022 and beyond.

Women's Aid is extremely proud of our teams' performance during the Covid 19 pandemic (still continuing). We now have a clear and focused new Strategic Plan 2022-2024 to frame and drive our work over the coming period. Some examples of achievements which we will continue to build on in 2022, with the support of our new strategic framework include:

- The National Freephone Helpline continues to be a crucial support to women across Ireland 24hrs a day, 7 days a week. Our Instant Messaging Support Service has been maintained for those who may wish to communicate silently (if in proximity to their abuse due to lockdowns), for deaf and hard of hearing women and also others for whom this just a more comfortable mode of expressing themselves. Review of evolving peak call times and longer, more complex, calls to the service will inform targeted continuing investment in cover to the line to meet continuing demand.
- We will be investing in a more integrated operating platform to increase administrative efficiency and data collection for the national Freephone helpline in 2022. Women's Aid is very grateful to Tusla for supporting this important upgrade to the national service.
- Similarly, and through very welcome support from the Department of Justice, a new database is being commissioned and rolled out in 2022 for all our face to face services, to create a long required integrated and more efficient system for all client support work.
- Our court based drop in service (DAIS) was sustained on a full time basis in 2021 and this will now continue.
- We will continue to operate and expand the unique High Risk Support Project, with plans to roll out and achieve national coverage by 2024.
- Our new Power to Change programme for survivors of domestic abuse has been adapted to run online, and will continue to be developed and expanded.

- We have significantly increased our online training activities and further developed our training offering to ensure the impact on children is now available. The detailed National Helpline volunteer training was once again successfully delivered using online and new technology for inductions and practical work. With investment in 2022 to develop a comprehensive 'E-Learning' platform and training materials to support online and blended learning, we anticipate, and will respond to meet, strong demand for training by a wide range of key stakeholders in 2022 and beyond.
- We are investing further in the Training & Development team, and have commenced in Q3 2021 with a Project Lead Trainer recruited to bring a targeted offer to employers. This initiative aims to increase workplace supports to victims/survivors of domestic abuse through informed domestic abuse workplace policies and best practice responses in this context.
- Women's Aid was to the fore in driving public awareness and discussion about the additional risks caused by Covid 19 prevention measures. We engaged in a number of public awareness initiatives; advocated on government policy and legislation; published reports and, commissioned a second round of new research to give a focus on the experience of younger people (18-25) suffering intimate relationship abuse in Ireland during 2021 to complement our 2020 research. We have been further expanding our awareness and engagement work with this important cohort of 18-25year olds over the coming period to increase awareness, reduce stigma and signpost to supports for victims of intimate relationship abuse. This important pilot continues through 2022 and into 2023.
- We collaborated effectively with other key stakeholders, both voluntary and statutory, to ensure the experience of those suffering domestic/intimate partner abuse were not forgotten during this extraordinary time. This important work will continue in 2022 with development of a new 'Survivor ambassadors' project.
- Commissioning and supporting key research to give an evidence base for potential policy and structural improvements will be a key activity during 2022-2024 in line with our new Strategic Plan.
- An exciting 3 year project with maternity services to increase support and referrals of pregnant women experiencing abuse commenced mid-2021 and continues until 2023. This will have a comprehensive independent evaluation to identify potential mainstreaming to improve and enhance supports available to women subjected to abuse during pregnancy.
- Through the generosity of donors during the pandemic, Women's Aid offered an extensive emergency and security fund to women engaged with our services which we have in place to continue for 2022. In addition, in 2021 we launched a national Emergency Fund for the direct practical support of women and children suffering abuse, made accessible to women via the other specialist Domestic abuse services nationwide. Consideration will be given to the potential to offer this once again in 2022.
- In addition to the above: during 2022, Women's Aid must practically invest further in some essential maintenance works to ensure our offices provide a safe and healthy work environment.

Therefore, we start 2022 fully committed to continuing our ongoing vital support work and expanding this to continue to work incrementally towards an Ireland where there is zero tolerance of domestic abuse.

**WOMENS AID COMPANY LIMITED BY GUARANTEE
DIRECTORS' REPORT
FOR YEAR ENDED 31 DECEMBER 2021**

Designated reserves

To mitigate against the effects of closure of the organisation's service activities caused by an unplanned cessation or delay in public funding, the company maintains a level of financial reserves in order to ensure that these activities can continue on an immediate to short term basis.

The reserves also provide the organisation scope and time to secure replacement funding and to support service users in moving on to other local services, should this be deemed necessary.

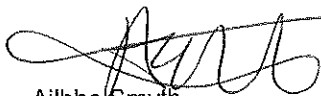
The organisation accrues and maintains its restricted reserves at a level which is equivalent to 6 months operating costs, statutory grant funding obligations and statutory closure costs.

As a women's support organisation, Women's Aid prides itself on committing to financially supported family friendly policies. We offer paid leave to support employees with Maternity, Adoption and Parent's leave, while also ensuring resources are available for cover recruitment to continue delivering our vital services. Thus, the organization ensures reserves are in place to accommodate these circumstances.

Auditors

JPA Brenson Lawlor were appointed as the Charity's auditor and in accordance with Section 382 (1) of the Companies Act 2014, continue in office as auditor of the Charity.

Approved by the board of directors and signed on its behalf by



Ailbhe Smyth
Director



Suzanne Handley
Director

Date: 18 May 2022

**WOMENS AID COMPANY LIMITED BY GUARANTEE
DIRECTORS' REPORT
FOR YEAR ENDED 31 DECEMBER 2021**

DIRECTORS' RESPONSIBILITIES STATEMENT

The directors are responsible for preparing the Directors' Report and the financial statements in accordance with Irish law and regulations.

Irish company law requires the directors to prepare financial statements for each financial year. Under the law, the directors have elected to prepare the financial statements in accordance with Companies Act 2014 and accounting standards issued by the Financial Reporting Council including FRS 102, the Financial Reporting Standard applicable in the UK and Ireland (Generally Accepted Accounting Practice in Ireland). Under company law, the directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the assets, liabilities and financial position of the company as at the financial year end date and of the surplus or deficit of the company for the financial year and otherwise comply with the Companies Act 2014.

In preparing these financial statements, the directors are required to:


- select suitable accounting policies and then apply them consistently;
- make judgments and accounting estimates that are reasonable and prudent;
- observe the methods and principles in the charities SORP;
- state whether the financial statements have been prepared in accordance with applicable accounting standards, identify those standards, and note the effect and the reasons for any material departure from those standards; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

The directors are responsible for ensuring that the company keeps or causes to be kept adequate accounting records which correctly explain and record the transactions of the company; enable at any time the assets, liabilities, financial position and surplus or deficit of the company to be determined with reasonable accuracy, enable them to ensure that the financial statements and directors' report comply with the Companies Act 2014 and enable the financial statements to be audited. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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

Approved by the board of directors and signed on its behalf by


Ailbhe Smyth
Director


Suzanne Handley
Director

Date: 18 May 2022

**WOMENS AID COMPANY LIMITED BY GUARANTEE
INDEPENDENT AUDITORS' REPORT
TO THE MEMBERS OF WOMENS AID COMPANY LIMITED
BY GUARANTEE**



Opinion

We have audited the financial statements of Womens Aid Company Limited by Guarantee for the year ended 31 December 2021 which comprise the Statement of Financial Activities, Statement of Comprehensive Income, the Statement of Financial Position, the Statement of Cash Flows and the related notes. The relevant financial reporting framework that has been applied in their preparation is the Companies Act 2014 and FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland.

In our opinion the financial statements:

- give a true and fair view of the state of the company's affairs as at 31 December 2021 and of its surplus for the year then ended;
- have been properly prepared in accordance with FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland; and
- have been prepared in accordance with the requirements of the Companies Act 2014.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (Ireland) (ISAs (Ireland)) 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 company in accordance with the ethical requirements that are relevant to our audit of financial statements in Ireland, including the Ethical Standard issued by the Irish Auditing and Accounting Supervisory Authority (IAASA), 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 directors' 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 Company's ability to continue as a going concern for a period of at least twelve months from the date when the financial statements are authorised for issue. Our responsibilities and the responsibilities of the directors with respect to going concern are described in the relevant sections of this report.

Other information

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

**WOMENS AID COMPANY LIMITED BY GUARANTEE
INDEPENDENT AUDITORS' REPORT
TO THE MEMBERS OF WOMENS AID COMPANY
LIMITED BY GUARANTEE**



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

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2014

Based solely on the work undertaken in the course of the audit, we report that in our opinion:

- the information given in the Director's Report is consistent with the financial statements; and
- the Director's Report has been prepared in accordance with applicable legal requirements.

We have obtained all the information and explanations which we consider necessary for the purposes of our audit.

In our opinion the accounting records of the company were sufficient to permit the financial statements to be readily and properly audited, and the financial statements are in agreement with the accounting records.

Matters on which we are required to report by exception

Based on the knowledge and understanding of the company and its environment obtained in the course of the audit, we have not identified any material misstatements in the directors' report.

We have nothing to report in respect of our obligation under the Companies Act 2014 to report to you if, in our opinion, the disclosures of director's remuneration and transactions specified by sections 305 to 312 of the Act are not made.

Responsibilities of director for the financial statements

As explained more fully in the Director's Responsibilities Statement, the director is 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 directors determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the director is responsible for assessing the 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 director either intend to liquidate the company or to cease operations, or have no realistic alternative but to do so.

**WOMENS AID COMPANY LIMITED BY GUARANTEE
INDEPENDENT AUDITORS' REPORT
TO THE MEMBERS OF WOMENS AID COMPANY
LIMITED BY GUARANTEE**



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 (Ireland) 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.

A further description of our responsibilities for the audit of the financial statements is located on the IAASA's website at: [http://www.iaasa.ie/Publications/Auditing-standards/International-Standards-on-Auditing-for-use-in-Ire/International-Standards-on-Auditing-\(Ireland\)/ISA-700-\(Ireland\)](http://www.iaasa.ie/Publications/Auditing-standards/International-Standards-on-Auditing-for-use-in-Ire/International-Standards-on-Auditing-(Ireland)/ISA-700-(Ireland)). This description forms part of our auditor's report.

The purpose of our audit work and to whom we owe our responsibilities

This report is made solely to the company's members, as a body, in accordance with section 391 of the Companies Act 2014. Our audit work has been undertaken so that we might state to the 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 company and the company's members as a body, for our audit work, for this report, or for the opinions we have formed.

IAN LAWLOR

Ian Lawlor
for and on behalf of JPA Brenson Lawlor

18 May 2022

Chartered Accountants
Statutory Audit Firm

Argyle Square
Morehampton Road
Donnybrook
Dublin 4
D04 W9W7

WOMENS AID COMPANY LIMITED BY GUARANTEE
STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING AN INCOME AND
EXPENDITURE ACCOUNT)
FOR YEAR ENDED 31 DECEMBER 2021

	Unrestricted funds €	Restricted funds €	Total 2021 €	Total 2020 €
Income				
Earned from charitable activities (Note 4)	105,359	1,479,774	1,585,133	1,180,682
Earned from other activities (Note 4)	147,615	-	147,615	104,241
Donations (Note 4)	1,977,137	-	1,977,137	2,257,964
Total income and endowments	2,230,111	1,479,774	3,709,885	3,542,887
Expenditure on:				
Charitable Activities (Note 5)	1,432,058	1,502,185	2,934,243	1,590,887
Costs of Raising Funds (Note 5)	445,848	-	445,848	179,419
Other Expenditure (Note 5)	-	-	-	125,939
Total Expenditure	1,877,906	1,502,185	3,380,091	1,896,245
Transfers	(3,197)	3,197	-	-
Net Movements In Funds For The Year	349,008	(19,214)	329,794	1,646,642
Reconciliation of Funds				
Total Funds Brought Forward	3,481,917	19,214	3,501,131	1,854,489
Total Funds Carried Forward	3,830,925	-	3,830,925	3,501,131

WOMENS AID COMPANY LIMITED BY GUARANTEE
STATEMENT OF COMPREHENSIVE INCOME FOR THE FINANCIAL YEAR
FOR YEAR ENDED 31 DECEMBER 2021


	2021	2020
	€	€
Surplus for the financial year	329,794	1,646,642
	<hr/>	<hr/>
Total comprehensive income	329,794	1,646,642
	<hr/> <hr/>	<hr/> <hr/>

WOMENS AID COMPANY LIMITED BY GUARANTEE
STATEMENT OF FINANCIAL POSITION
AS AT 31 DECEMBER 2021

	Notes	2021 €	2020 €
Fixed assets			
Tangible assets	10	<u>604,074</u>	<u>618,078</u>
		604,074	618,078
Current Assets			
Debtors	11	157,636	207,332
Cash at bank and in hand	12	<u>3,467,268</u>	<u>3,032,410</u>
		3,624,904	3,239,742
Creditors: amounts falling due within One year	13	<u>(398,053)</u>	<u>(356,689)</u>
Net current assets		<u>3,226,851</u>	<u>2,883,053</u>
Total assets less current liabilities		<u>3,830,925</u>	<u>3,501,131</u>
The funds of the charity:			
Restricted funds	18	-	19,214
Unrestricted funds – designated	16	2,828,086	2,611,974
Unrestricted funds – general	19	<u>1,002,839</u>	<u>869,943</u>
Total charity funds		<u>3,830,925</u>	<u>3,501,131</u>

Approved by the board of directors and signed on its behalf by:


Ailbhe Smyth
Director


Suzanne Handley
Director

Date: 18 May 2022

WOMENS AID COMPANY LIMITED BY GUARANTEE
STATEMENT OF CASH FLOWS
FOR YEAR ENDED 31 DECEMBER 2021

		2021 €	2020 €
Net cash flows from operating activities	14	449,176	1,585,013
Investing activities			
Purchase of fixed tangible assets		(14,318)	(22,606)
		<hr/>	<hr/>
Net (decrease)/increase in cash and cash equivalents		434,858	1,562,407
		<hr/> <hr/>	<hr/> <hr/>
Cash and cash equivalents at beginning of financial year		3,032,410	1,470,003
Cash and cash equivalents at end of financial year		3,467,268	3,032,410
		<hr/> <hr/>	<hr/> <hr/>

An Analysis of changes in Net Cash can be found in Note 20 to the Financial Statements.

WOMENS AID COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS

FOR YEAR ENDED 31 DECEMBER 2021

• General Information

These financial statements comprising the Statement of Financial Activities, the Statement of Comprehensive Income, the Statement of Financial Position, the Statement of Cash Flows and the related notes constitute the individual financial statements of Womens Aid CLG for the financial year ended 31 December 2021.

Womens Aid CLG is a charity limited by guarantee, incorporated in the Republic of Ireland. The Registered Office is 5 Wilton Place, Dublin 2 which is also the principal place of business of the charity. The nature of the charities operations and its principal activities are set out in the Director's Report on pages 1 to 17.

Statement of Compliance

The financial statements have been prepared in accordance with Charity SORP (FRS 102) "The Financial Reporting Standard applicable in the UK and Republic of Ireland" (FRS 102). The charity constitutes a public benefit entity as defined by FRS 102.

Currency

The financial statements have been presented in Euro (€) which is also the functional currency of the company.

• Going Concern

The Directors have carefully considered the impact of Covid-19, noting the widespread disruption to normal activities and the uncertainty over the duration of the disruption. They are satisfied, given the strong cash position of the company, well controlled overheads and support of core funding from the current funders, that it is appropriate for the financial statements to be prepared on a going concern basis, which assumes that Womens Aid CLG will continue in operational existence for the foreseeable future.

The Board of Management is actively managing the current uncertainties in relation to current and future funding following consideration and implementation of a number of actions to stabilise the financial position of Womens Aid CLG.

• Accounting Policies

The following accounting policies have been applied consistently in dealing with items which are considered material in relation to the company's financial statements.

Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice-Charities SORP (FRS 102) "The Financial Reporting Standard applicable in the UK and Republic of Ireland" (FRS 102) and the Companies Act 2014 except for the entity invoking the true and fair view override with regard to the profit and loss and balance sheet formats in Schedule 3 of the Companies Act 2014 as permitted in Section 3.4 of FRS102 and Section 291(5) of the Companies Act 2014.

WOMENS AID COMPANY LIMITED BY GUARANTEE
NOTES TO THE FINANCIAL STATEMENTS
FOR YEAR ENDED 31 DECEMBER 2021

1. **Accounting Policies (continued)**

Fund Accounting

The following funds are operated by the charity:

Restricted Funds

Restricted funds are to be used for the specified purposes as laid down by the donor/grantor. Expenditure which meets these criteria is allocated to the fund.

Unrestricted Funds

General funds represent amounts which are expendable at the discretion of the directors in furtherance of the objectives of the charity and which have not been designated for other purposes. Such funds may be held in order to finance working capital or capital expenditure.

Designated funds

Designated funds are earmarked funds set aside by the directors to be used for a particular future project or commitment. Designated funds remain part of the unrestricted funds of the charity.

Income

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

Donations and fundraising income

Donations and fundraising income are credited to income in the period in which they are receivable. Donations received in advance for specified periods are carried forward as deferred income.

Membership Fees

These are recognised in the Statement of Financial Activities of the year in which they are receivable.

Grants and Donations

The charity receives government grants in respect of certain projects. Income from government and other grants are recognised at fair value when the charity has entitlement after any performance conditions have been met, it is probable that the income will be received and the amount can be measured reliably. If entitlement is not met then these amounts are deferred income.

Donated Services and facilities

Where practicable, donations of goods and services are included in donations in the financial statements at their fair value. If it is impracticable to assess the fair value at receipt or if the costs to undertake such a valuation outweigh the benefits, then the income and associated expenditure is not recognised.

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 item is probable and that economic benefit can be measured reliably.

WOMENS AID COMPANY LIMITED BY GUARANTEE
NOTES TO THE FINANCIAL STATEMENTS
FOR YEAR ENDED 31 DECEMBER 2021

1. **Accounting Policies (continued)**

Income (continued)

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.

No amount is included in the financial statements for volunteer time in line with the SORP (FRS 102).

There was no donated service and facilities during the year ended 31 December 2021.

Investment income

Interest and investment income is included when receivable and the amount can be measured reliably, this is normally upon notification of the interest paid or payable by the bank.

Expenditure Recognition

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

It is categorised under the following headings:

1. Charitable activities
2. Costs of raising funds; and
3. Other expenditure.

Expenditure on charitable activities

Expenditure on charitable activities comprise those costs incurred by the charity in the pursuit of the charities objectives and in the delivery of its activities and services. It includes both costs that can be allocated directly such as wages and salaries and costs of an indirect nature necessary to support the delivery of its activities and services.

Costs of raising funds

Costs of raising funds are costs associated with the fundraising activities of charity. Typical costs would be direct salary, direct mail and general / digital fundraising costs.

Other expenditure

Other expenditure represents those items not falling into the categories above.

WOMENS AID COMPANY LIMITED BY GUARANTEE
NOTES TO THE FINANCIAL STATEMENTS
FOR YEAR ENDED 31 DECEMBER 2021

3. Accounting Policies (continued)

Retirement benefit costs

The company operates a defined contribution scheme. Retirement benefit contributions in respect of the scheme for employees are charged to the income and expenditure account as they become payable in accordance with the rules of the scheme. The assets are held separately from those of the company in an independently administered fund. Differences between the amounts charged in the income and expenditure account and payments made to the retirement benefit scheme are treated as assets or liabilities.

Tangible fixed assets

All tangible fixed assets are initially recorded at historic cost. This includes legal fees, stamp duty and other non-refundable purchase taxes, and also any costs directly attributable to bringing the asset to the location and condition necessary for it to be capable of operating in the manner intended by management, which can include the costs of site preparation, initial delivery and handling, installation and assembly, and testing of functionality.

A review for impairment of tangible fixed asset will be carried out if events or changed in circumstances indicate that the carrying value of any tangible fixed asset may not be recoverable. Shortfalls between the carrying value of tangible fixed assets and their recoverable amounts will be recognised as impairments. Impairment losses will be recognised in the Statement of Financial Activities.

Depreciation

Depreciation is provided on all tangible fixed assets, other than freehold land, at rates calculated to write off the cost or valuation, less estimated residual value, of each asset systematically over its expected useful life, on a straight line basis, as follows:

Fixtures, Fittings & equipment	25% Straight line
Freehold Property	2% Straight line

WOMENS AID COMPANY LIMITED BY GUARANTEE
NOTES TO THE FINANCIAL STATEMENTS
FOR YEAR ENDED 31 DECEMBER 2021

3. Accounting Policies (continued)

An amount equal to the excess of the annual depreciation charge on revalued assets over the notional historical cost depreciation charge on those assets is transferred annually from the revaluation reserve to the income and expenditure reserve.

The residual value and useful lives of tangible assets are considered annually for indicators that these may have changed. Where such indicators are present, a review will be carried out of the residual value, depreciation method and useful lives, and these will be amended if necessary. Changes in depreciation rates arising from this review are accounted for prospectively over the remaining useful lives of the assets.

Trade and other debtors

Trade and other debtors are recognised initially at transaction price (including transaction costs) unless a financing arrangement exists, in which case they are measured at present value of future receipts discounted at a market value. Subsequently these are measured at amortised costs less any provision for impairment.

A provision for impairment of trade receivables is established when there is objective evidence that the company will not be able to collect all amounts due according to the original terms of the agreement.

Prepayments are valued at the amount prepaid net of any trade discounts due.

Impairment

Assets not measured at fair value are reviewed for any indication that the asset may be impaired at each balance sheet date. If such indication exists, the recoverable amount of the asset, or the asset's cash generating unit, is estimated and compared to the carrying amount. Where the carrying amount exceeds its recoverable amount, an impairment loss is recognised in profit or loss unless the asset is carried at a revalued amount where the impairment loss is a revaluation decrease.

Cash and cash equivalents

Cash consists of cash on hand and demand deposits.

Trade and other creditors

Trade creditors are measured at invoice price, unless payment is deferred beyond normal business terms or is financed at a rate of interest that is not a market rate. In this case the arrangement constitutes a financing transaction, and the financial liability is measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

WOMENS AID COMPANY LIMITED BY GUARANTEE
NOTES TO THE FINANCIAL STATEMENTS
FOR YEAR ENDED 31 DECEMBER 2021

3. Accounting Policies (continued)

Provisions are recognised when the company has a present legal or constructive obligation as a result of past events; it is probable that an outflow of resources will be required to settle the obligation and the amount of the obligation can be estimated reliably.

Deferred Income

The charity recognised deferred income, where the terms and conditions have not been met or uncertainty exists as to whether the charity can meet the terms or conditions otherwise within its control, income is then deferred as a liability until it is probable that the terms and conditions imposed can be met.

Some of the grants received are subject to performance related conditions or time periods, when these performance related or other conditions are met the deferred income is released to income in the statement of financial activities.

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 which are subsequently measured at amortised cost using the effective interest method.

Judgements and key sources of estimation uncertainty

The directors consider the accounting estimates and assumptions below to be its critical accounting estimates and judgements:

Going Concern

The directors have prepared budgets and cash flows for a period of at least twelve months from the date of the approval of the financial statements which demonstrate that there is no material uncertainty regarding the company's ability to meet its liabilities as they fall due, and to continue as a going concern. On this basis the directors consider it appropriate to prepare the financial statements on a going concern basis. Accordingly, these financial statements do not include any adjustments to the carrying amounts and classification of assets and liabilities that may arise if the company was unable to continue as a going concern.

Comparative Figures

Where necessary comparative figures have been regrouped on a basis consistent with the current year.

WOMENS AID COMPANY LIMITED BY GUARANTEE
NOTES TO THE FINANCIAL STATEMENTS
FOR YEAR ENDED 31 DECEMBER 2021

3. Accounting Policies (continued)

Employee benefits

When employees have rendered service to the charity, short-term employee benefits to which the employees are entitled are recognised at the undiscounted amount expected to be paid in exchange for that service. The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received. The charity operates a defined contribution pension plan for the benefit of its employees. Contributions are expensed as they become payable.

Taxation

No charge to current or deferred taxation arises as the charity has been granted charitable status under section 207 and 208 of the Tax Consolidation Act 1997, Charity No CHY 5594.

WOMENS AID COMPANY LIMITED BY GUARANTEE
NOTES TO THE FINANCIAL STATEMENTS
FOR YEAR ENDED 31 DECEMBER 2021

4. Income

Income for 2021 analysed as follows:	Unrestricted funds	Restricted funds	Total 2021	Total 2020
	€	€	€	€
<u>Earned from charitable activities</u>				
Statutory Funders				
Tusla Child and Family Agency	-	813,255	813,255	744,114
Department of Rural & Community Development	-	89,975	89,975	89,975
Department of Justice	-	217,580	217,580	126,895
Non Statutory Funders				
Goldman Sachs Gives	-	106,443	106,443	71,057
SMBC Aviation	-	903	903	47,640
The Community Foundation for Ireland	-	-	-	24,000
The Community Foundation for Ireland - Lakeside Fund	-	2,557	2,557	17,433
The Community Foundation for Ireland - CITI Fund	-	3,475	3,475	16,787
Allianz Ireland	-	36,800	36,800	-
Lifes2good Foundation	-	15,000	15,000	-
Horizon Therapeutics	-	25,000	25,000	-
Celtic FC Foundation	-	9,246	9,246	-
Ireland Funds America	-	4,124	4,124	-
Accenture	-	15,000	15,000	-
Celia Holland	-	30,000	30,000	-
Vodafone Foundation	-	-	-	24,031
Vodafone Emergency Fund	-	-	-	10,000
DCC	-	10,000	10,000	-
An Post	-	32,284	32,284	-
KKR Grant	-	68,132	68,132	-
Lakeside Fund	20,000	-	20,000	-
Enfer Labs	10,000	-	10,000	-
Kirby Group	25,000	-	25,000	-
ESB	27,359	-	27,359	-
Other Funders	<u>23,000</u>	-	<u>23,000</u>	<u>8,750</u>
Total earned from charitable activities	<u>105,359</u>	<u>1,479,774</u>	<u>1,585,133</u>	<u>1,180,682</u>

WOMENS AID COMPANY LIMITED BY GUARANTEE
NOTES TO THE FINANCIAL STATEMENTS
FOR YEAR ENDED 31 DECEMBER 2021

Earned from other activities

Training and Development Department	34,619	-	34,619	12,975
Training and Development Allianz Ireland	3,200	-	3,200	-
Charity Shop	<u>109,796</u>	-	<u>109,796</u>	<u>91,266</u>
Total earned from other activities	<u>147,615</u>	=	<u>147,615</u>	<u>104,241</u>

Fundraising and Donations

Fundraising and Donations	1,977,137	-	1,977,137	2,213,081
Women's Emergency Fund	-	-	-	9,161
MDK Christmas Fund	-	-	-	21,508
TCD Soc Research Grant	-	-	-	<u>14,214</u>
Total fundraising and donations income	<u>1,977,137</u>	=	<u>1,977,137</u>	<u>2,257,964</u>

WOMENS AID COMPANY LIMITED BY GUARANTEE
NOTES TO THE FINANCIAL STATEMENTS
FOR YEAR ENDED 31 DECEMBER 2021

5. **Expenditure**

Expenditure has been classified to comply with Charity SORP FRS 102. Such costs include cost of raising funds and charitable activities. The costs of raising funds include the costs of inducing others to make gifts that are voluntary income. Charitable activities relate to costs associated with the charitable activities of the charity.

Expenditure for 2021 analysed as follows:

<u>Charitable Activities</u>	Unrestricted funds €	Restricted funds €	Total 2021 €	Total 2020 €
Staff Costs	330,651	1,249,994	1,580,645	1,133,346
Essential office works	472,851	-	472,851	-
Rent and rates	19,817	150	19,967	-
Insurance	10,660	6,620	17,280	12,711
Light & Heat	4,058	7,372	11,430	8,039
Repairs & Maintenance	14,915	7,871	22,786	27,079
Cleaning	2,441	4,638	7,079	6,465
Depreciation	21,428	5,217	26,645	20,476
IT and Website Costs	25,531	24,227	49,758	34,856
Strategic Planning	25,300	-	25,300	-
Printing, Postage & Stationary	13,764	6,875	20,639	27,411
Legal and Professional	5,877	3,170	9,047	8,894
Subscriptions	6,307	743	7,050	13,276
Travel & Subsistence	4,187	2,110	6,297	5,068
Audit and Payroll	6,845	5,410	12,255	7,380
Governance Costs	2,940	-	2,940	9,419
Sundry Costs	7,181	-	7,181	31,112
Bank Charges	1,583	1,452	3,035	3,884
Campaign Expenditure	28,068	47,395	75,463	48,145
Advertising	3,176	-	3,176	-
Communication Media Costs	7,569	-	7,569	-
Research	13,707	14,214	27,921	27,467
Policy Evaluation Costs	13,797	-	13,797	15,919
Annual Report	10,131	-	10,131	-
Training and Development	4,887	-	4,887	4,839
Telephone – Including 24 hour help-line	9,874	43,550	53,424	51,327
Translation & Interpreting Costs	1,179	21,371	22,550	14,469
Service Partner Costs	-	3,333	3,333	3,333
Women's Legal, Security and Emergency Fund	62,571	46,473	109,044	75,972
National Emergency Fund for Women and Children 2021	<u>300,763</u>	-	<u>300,763</u>	-
Total spent on charitable activities	<u>1,432,058</u>	<u>1,502,185</u>	<u>2,934,243</u>	<u>1,590,887</u>

WOMENS AID COMPANY LIMITED BY GUARANTEE
NOTES TO THE FINANCIAL STATEMENTS
FOR YEAR ENDED 31 DECEMBER 2021

5. Expenditure (continued)

	Unrestricted funds €	Restricted funds €	Total 2021 €	Total 2020 €
<u>Costs of Raising Funds</u>				
Direct Mail and Individual Giving Costs	115,500	-	115,500	52,913
General Fundraising Costs	37,289	-	37,289	20,567
Digital Fundraising Costs	201,772	-	201,772	105,939
Staff Costs	68,512	-	68,512	-
Overhead Costs	7,907	-	7,907	-
Administration Costs	13,817	-	13,817	-
Other Direct Costs	<u>1,051</u>	-	<u>1,051</u>	-
Total cost of raising funds	<u>445,848</u>	==	<u>445,848</u>	<u>179,419</u>
<u>Other expenditure</u>				
Staff costs	-	-	-	68,405
Other costs	-	-	-	<u>57,534</u>
Total other expenditure	==	==	==	<u>125,939</u>

WOMENS AID COMPANY LIMITED BY GUARANTEE
NOTES TO THE FINANCIAL STATEMENTS
FOR YEAR ENDED 31 DECEMBER 2021

6. Surplus on ordinary activities before taxation

Surplus on ordinary activities before taxation is stated after charging / (crediting):

	2021	2020
	€	€
Depreciation of tangible assets	28,322	20,476
Audit Remuneration (including VAT)	7,866	7,380
	<u> </u>	<u> </u>

7. Directors' remuneration and transactions

All directors who served during the year received no remuneration from the charity.

Key Management Personnel

The CEO's salary inclusive of employer's PRSI for the year was €91,760 (2020: €88,865) in addition to 7% of gross salary paid as employer contribution into a pension on behalf of the CEO totalling €5,784 (2020: €5,485).

8. Staff costs

The average monthly number of persons employed by the company during the financial year analysed by category, was as follows:

	2021	2020
	Number	Number
Helpline	14	13
Services Department	9	7
Maternity Project	2	-
Training and Development Department	5	3
Strategic Communications and Fundraising	6	3
Charity Shop	2	2
CEO / Finance / Administration	4	5
	<u> </u>	<u> </u>
Total	42	33
	<u> </u>	<u> </u>

WOMENS AID COMPANY LIMITED BY GUARANTEE
NOTES TO THE FINANCIAL STATEMENTS
FOR YEAR ENDED 31 DECEMBER 2021

Their aggregate remuneration comprised:

	2021	2020
	€	€
Wages and salaries	1,462,944	1,065,500
Social security costs	156,254	114,862
Pension Costs	29,959	21,389
	<u>1,649,157</u>	<u>1,201,751</u>

The number of higher paid employees including the CEO was:

	2021	2020
Salary band		
€60,000- €70,000	3	1
€70,001- €80,000	-	-
€80,001- €90,000	1	1
	<u>4</u>	<u>2</u>

9. **Retirement benefit information**

	2021	2020
	€	€
Retirement benefit charge	<u>29,959</u>	<u>21,389</u>

Defined contribution scheme

The company operates a defined contribution scheme, 'Pension Scheme Fund', for its employees. The scheme is externally financed in that the assets of the scheme are held separately from those of the company in an independently administered fund.

WOMENS AID COMPANY LIMITED BY GUARANTEE
NOTES TO THE FINANCIAL STATEMENTS
FOR YEAR ENDED 31 DECEMBER 2021

10. **Tangible fixed assets**

	Freehold land and buildings	Fixtures and fittings	Total
	€	€	€
Cost			
At 1 January 2021	715,001	241,775	956,776
Additions	-	14,318	14,318
At 31 December 2021	<u>715,001</u>	<u>256,093</u>	<u>971,094</u>
Depreciation and impairment			
At 1 January 2021	123,956	214,742	338,698
Depreciation charged in the year	14,304	14,018	28,322
At 31 December 2021	<u>138,260</u>	<u>228,760</u>	<u>367,020</u>
Carrying amount			
At 31 December 2021	<u>576,741</u>	<u>27,333</u>	<u>604,074</u>
At 31 December 2020	<u>591,045</u>	<u>27,033</u>	<u>618,078</u>

11. **Debtors**

	2021	2020
	€	€
Other debtors	27,826	2,084
Accrued income	98,881	174,511
Prepayments	30,929	30,737
	<u>157,636</u>	<u>207,332</u>

12. **Components of cash and cash equivalents**

	2021	2020
	€	€
Cash at bank and in hand	3,467,268	3,032,410
	<u>3,467,268</u>	<u>3,032,410</u>

WOMENS AID COMPANY LIMITED BY GUARANTEE
NOTES TO THE FINANCIAL STATEMENTS
FOR YEAR ENDED 31 DECEMBER 2021

13. **Creditors: amounts falling due within one year**

	2021	2020
	€	€
Trade creditors	85,488	22,254
PAYE control account	49,118	51,054
Other creditors	587	514
Deferred income (see note below)	183,959	251,380
Accruals	78,901	31,487
	<u>398,053</u>	<u>356,689</u>

Deferred income

	Deferred Income 31 Dec 2020	Amount taken to income in 2021	Cash received in 2021	Deferred Income 31 Dec 2021
	€	€	€	€
Tusla	5,435	813,255	859,820	52,000
Department of Justice	50,622	217,580	180,158	13,200
DCC Grant	10,000	10,000	-	-
KKR Grant	-	68,132	98,595	30,463
Christmas Direct Mail Appeal	106,445	204,093	140,445	42,797
CFI – Lakeside Fund	2,557	2,557	-	-
CFI – CITI Fund	9,662	3,475	-	6,187
Goldman Sachs Gives	26,799	106,443	112,283	32,639
SMBC Aviation	2,360	903	-	1,457
An Post	37,500	32,284	-	5,216
	<u>251,380</u>	<u>1,458,722</u>	<u>1,391,301</u>	<u>183,959</u>

WOMENS AID COMPANY LIMITED BY GUARANTEE
NOTES TO THE FINANCIAL STATEMENTS
FOR YEAR ENDED 31 DECEMBER 2021

14. **Net cash flows from operating activities**

	2021	2020
	€	€
Surplus for the financial year	329,794	1,646,642
Depreciation on tangible assets	28,322	20,476
Decrease in debtors	49,696	(117,922)
Increase in creditors due within one year	41,364	35,817
	<u>449,176</u>	<u>1,585,013</u>

15. **Events after the end of the financial year**

There were no post reporting date events which require disclosure.

16. **Unrestricted Funds – Designated**

	1 Jan 2021	Income	Expenditure	Transfers	31 Dec 2021
	€	€	€	in/out	€
				€	
Designated Funds	1,258,788	-	-	513,600	1,772,388
New HR System	-	-	-	10,500	10,500
Essential works to Women's Aid Head Office	398,068	-	(398,068)	40,000	40,000
Website and Strategic Plan	37,500	-	(28,603)	-	8,897
Womens Aid COVID Fund	300,000	-	(300,000)	-	-
Emergency Fund for Women Maternity Project	102,000	-	(102,000)	107,000	107,000
(Year 2 and 3 costs)	269,000	-	-	49,500	318,500
Too Into You Project Costs (2 year costs)	121,894	-	(24,817)	76,000	173,077
Survivor Engagement / Survivor Advocacy (2 year costs)	124,724	-	-	-	124,724
Research Project	-	-	-	125,000	125,000
Employer Engagement Project (2 year costs)	-	-	-	148,000	148,000
	<u>2,611,974</u>	<u>-</u>	<u>(853,488)</u>	<u>1,069,600</u>	<u>2,828,086</u>

WOMENS AID COMPANY LIMITED BY GUARANTEE
NOTES TO THE FINANCIAL STATEMENTS
FOR YEAR ENDED 31 DECEMBER 2021

17. Unrestricted Funds – Designated previous year

	1 Jan 2020	Income	Expenditure	Transfers in/out	31 Dec 2020
	€	€	€	€	€
Designated Funds	1,258,788	-	-	-	1,258,788
Repairs and maintenance	106,674	-	(6,674)	298,068	398,068
Website	17,500	-	-	-	17,500
Strategic Planning	12,500	-	-	7,500	20,000
Womens Aid COVID Fund	-	-	-	300,000	300,000
Emergency Fund for Women	-	-	-	102,000	102,000
Maternity Project					
(Year 2 and 3 costs)	-	-	-	269,000	269,000
Too Into You Project Costs					
(2 year costs)	-	-	-	121,894	121,894
Survivor Engagement/Power					
To Change Programme					
(2 year costs)	-	-	-	124,724	124,724
Total	1,395,462	-	(6,674)	1,223,186	2,611,974

18. Restricted Funds

	1 Jan 2021	Income	Expenditure	Transfers In/(out)	31 Dec 2021
	€	€	€	€	€
Restricted Funds	19,214	1,479,774	(1,502,185)	3,197	-

Restricted Funds previous year

	1 Jan 2020	Income	Expenditure	Transfers In/(out)	31 Dec 2020
	€	€	€	€	€
Restricted Funds	-	1,225,565	(1,344,003)	137,652	19,214

WOMENS AID COMPANY LIMITED BY GUARANTEE
NOTES TO THE FINANCIAL STATEMENTS
FOR YEAR ENDED 31 DECEMBER 2021

19. **Unrestricted Funds - General**

	1 Jan 2021	Income	Expenditure /Transfer	31 Dec 2021
	€	€	€	€
Unrestricted funds	869,943	2,230,111	(2,097,215)	1,002,839
	<u> </u>	<u> </u>	<u> </u>	<u> </u>

Unrestricted Funds – General previous year

	1 Jan 2020	Income	Expenditure /Transfer	31 Dec 2020
	€	€	€	€
Unrestricted funds	459,027	2,317,322	(1,906,406)	869,943
	<u> </u>	<u> </u>	<u> </u>	<u> </u>

20. **Reconciliation of capital and reserves**

	2021	2020
	€	€
At the beginning of the year	3,501,131	1,854,489
Surplus for the year	329,794	1,646,642
	<u> </u>	<u> </u>
Closing reserves	3,830,925	3,501,131
	<u> </u>	<u> </u>

21. **Analysis of changes in Net Cash**

	At 01/01/2021	Cashflows	At 31/12/2021
	€	€	€
Cash	<u>3,032,410</u>	<u>434,858</u>	<u>3,467,268</u>

WOMENS AID COMPANY LIMITED BY GUARANTEE
NOTES TO THE FINANCIAL STATEMENTS
FOR YEAR ENDED 31 DECEMBER 2021

22. **Grant disclosures**

The charity receives the following grants and are disclosed in line with the circular 13/2014:

	Name of Grantor	Actual Name of Each Individual Grant	Purpose for Which Funds Are Applied	Amount and Term of the Total Grant Awarded	The Amount of the Grant taken to final Income in Financial Statements	Amount of Grant deferred to 2022
1	Tusla	DSGBV Grant 1	Restricted for use for supporting women who have been affected by domestic violence	€704,820 Term: 1 January 2021 to 31 December 2021	€710,255	-
2	Tusla	DSGBV Grant 2	Restricted for use to support the National Domestic Violence Helpline during 2021	€155,000 Term: 1 January 2021 to 31 December 2021	€103,000	€52,000
3	Department of Justice	Victims of Crime Scheme	Restricted for use to provide information, support and assistance for victims of crime and court accompaniment for victims of crime	€180,158 Term: 1 January 2021 to 31 December 2021	€217,580	€13,200
4	Department of Rural & Community Development – Administered by Pobal	Scheme to Support National Organisations	Restricted for use to provide support training and education to professionals who deal with women experiencing domestic violence. Also restricted to support the strategic communications department in the running of public awareness campaigns.	€89,975 Term: 1 January 2021 to 31 December 2021	€89,975	-

23. **Approval of financial statements**

The board of directors approved these financial statements and authorised them for issue on 18 May 2022.

WOMENS AID COMPANY LIMITED BY GUARANTEE
Management Information
Year ended 31st December 2021
(These pages do not form part of the statutory financial statements)

WOMENS AID COMPANY LIMITED BY GUARANTEE
YEAR ENDED 31ST DECEMBER 2021
APPENDIX ONE- DETAILED FINANCIAL INFORMATION

Tusla Income and Expenditure Analysis

	Tusla DSGBV Grant 1	Tusla DSGBV Grant 2	2021 Total
	€	€	€
Income			
Tusla DSGBV Grant 1	704,820	-	704,820
Tusla DSGBV Grant 2	=	<u>155,000</u>	<u>155,000</u>
Total Tusla income	704,820	155,000	859,820
Expenditure			
Staff Costs	662,979	81,403	744,382
Supervision	5,248	-	5,248
Interpreter Costs	-	17,247	17,247
General Office / IT	18,642	180	18,822
Insurance	6,000	-	6,000
Light and Heat	6,752	-	6,752
Audit and Payroll Costs	3,500	-	3,500
Legal and Professional Fees	2,000	1,170	3,170
Printing, Postage and Stationery	5,134	-	5,134
Training	=	<u>3,000</u>	<u>3,000</u>
Total Tusla expenditure	<u>710,255</u>	<u>103,000</u>	<u>813,255</u>
Tusla Current Year End Surplus/(Deficit)	(5,435)	52,000	46,565
Opening Tusla balance	5,435	-	5,435
Total Closing Tusla balances	-	52,000	52,000

**WOMENS AID COMPANY LIMITED BY GUARANTEE
YEAR ENDED 31ST DECEMBER 2021
APPENDIX ONE- DETAILED FINANCIAL INFORMATION**

**Department of Rural & Community Development - Administered by Pobal
Income and Expenditure Analysis**

	Scheme to Support National Organisations	2021 Total
	€	€
Income		
Scheme to Support National Organisations	<u>89,975</u>	<u>89,975</u>
Total Pobal income	89,975	89,975
Expenditure		
Staff Costs	84,807	84,807
General Office / IT	778	778
Insurance	620	620
Telephone and Communications	620	620
Light and Heat	620	620
Audit and Payroll Costs	1,910	1,910
Printing and Stationery	<u>620</u>	<u>620</u>
Total Pobal expenditure	<u>89,975</u>	<u>89,975</u>
Pobal Current Year End Surplus/(Deficit)	-	-
Opening Pobal balance	-	-
Total Closing Pobal balances	-	-

**WOMENS AID COMPANY LIMITED BY GUARANTEE
YEAR ENDED 31ST DECEMBER 2021
APPENDIX ONE- DETAILED FINANCIAL INFORMATION**

Department of Justice Income and Expenditure Analysis

	Victims of Crime Scheme	2021 Total
Income	€	€
Victims of Crime Scheme	180,158	180,158
Total Department of Justice income	180,158	180,158
Expenditure		
Staff Costs	203,046	203,046
General Office / IT	7,387	7,387
Telephone and Communications	2,068	2,068
Travel Subsistence	1,746	1,746
Payments to Other Service Providers	<u>3,333</u>	<u>3,333</u>
Total Department of Justice expenditure	<u>217,580</u>	<u>217,580</u>
Department of Justice Current Year End Surplus/(Deficit)	(37,422)	(37,422)
Opening Department of Justice balance	50,622	50,622
Total Closing Department of Justice balances	13,200	13,200