

WOMENS AID COMPANY LIMITED BY GUARANTEE

**Directors Report and Audited Financial Statements
For the financial year ended
31 December 2022**

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

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WOMENS AID COMPANY LIMITED BY GUARANTEE COMPANY INFORMATION

Chairperson	Ailbhe Smyth
Directors	Ailbhe Smyth Suzanne Handley Niamh Ni Dhomhnaill Rosaleen McDonagh Salome Mbugua Henry Golda Hession Martina Quinn Olwen Dawe (Appointed 18 th May 2022) Lucy Maguire (Appointed 18 th May 2022)
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 2022

The directors present their annual report together with the audited financial statements of the company for the year 1 January 2022 to 31 December 2022. 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:

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1. 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.

Constitutional Objectives

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.
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

Our vision is an equal Ireland with zero tolerance of all forms of violence against women, including domestic abuse.

Purpose

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

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We do this by:

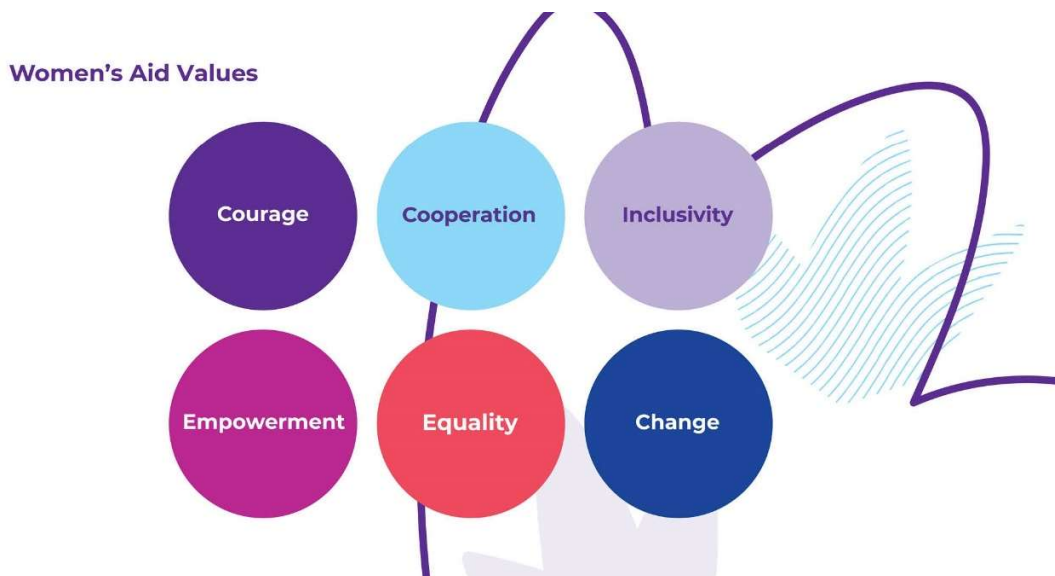
- Advocating, influencing, training, and campaigning for effective responses to reduce the scale and impacts of domestic abuse on women and children in Ireland.

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:



For more information read our 'Women's Aid Statement of Strategy 2022-2024' which is available on our website www.womensaid.ie

2. Achievements and performance 2022: Review of Activities

Our strategic priorities are based on a strong dedication to the women we serve and an unwavering focus on bringing about the social changes in Ireland that will deliver our vision. During the period 2021-24, we have framed our plan around three strategic priorities.

The organisation has set out a pathway to achieve its three strategic priorities in the Strategic plan through the articulation of 'Overarching Goals' with specific 'Objectives', 'Key Activities' and metrics for each priority.

While the Women's Aid Annual Impact Report 2022 will give more detail on our activities during the year, below is a summary of the three Strategic Priorities, and company's performance as it relates to these.

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DIRECTORS' REPORT

FOR YEAR ENDED 31 DECEMBER 2022

Three Strategic Priorities

In the Women's Aid strategy 2022-24 there is a primary Strategic Priority - priority one, which is supported and enabled by Priorities two and three:

Strategic Priority 1 – Creating Social Equality

We will drive real social change through a cohesive and coordinated approach.

Over-arching Goal: *Delivering a coordinated and coherent programme of work comprising direct services, training, education, advocacy, and awareness raising work that is focused on prevention, support and driving real positive social change.*

Strategic Priority 2 – Building and Nurturing Effective Partnerships

Overarching Goal: To continue actively developing cross-sector partnerships and strategic relationships; enabling Women's Aid to collaborate and to remain visible, active and contributing constructively to political, social and other forums responding to violence against women in all its forms.

Strategic Priority 3 – Continually Strengthening Capability & Expertise

Over-arching Goal: Support the work of the organisation by ensuring that the information, resources, systems and structures required are in place.

1. Creating Social Equality

Developing & delivering Women's Aid specialist frontline services

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.

The National Freephone Helpline is now four times accredited to the **Helpline's Association 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 Association in 2021 and is valid up to November 22nd 2024. The Helpline is funded primarily by Tusla with some additional fundraising and grant support.

National Freephone Helpline Key Outputs 2022 (note: figures provisional until finalised Impact report publication in June 2023)

- During 2022 the National Helpline responded to **20,905** calls which represented an increase of 11% on 2021
- There were **3331** hours of support talk time during 2022, an increase of 15% on the previous year.
- The Helpline offered support by email on **815** occasions.

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The Language Line – Women's Aid Telephone Interpretation Service

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

We facilitated **494 calls** through **33 different languages** in 2022. 66% of languages used were EU, while 34% were Non-EU.

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 www.womensaid.ie or www.toointoyou.ie. The service is accessible to deaf and hard of hearing women, and more easily accessible than a phone call for women who feel they are at risk of being overheard by their abuser.

There were **1808** online Instant Messaging Support conversations with the Helpline team, via Womensaid.ie and ToolntoYou.ie during the year, an increase of 388 conversations compared to 2021. There were 609 hours of talk time in 2022.

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 a 12-week period. The empowerment programme is offered to women who have left an abusive relationship and are recovering from the trauma of that experience. Women's Aid completed one PTC programme during 2022 despite continuing challenges related to the pandemic and plans to expand this programme over the duration of our strategy by increasing our number of skilled facilitators to deliver the programme being offered on a more frequent basis.

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, and is funded primarily by Tusla and the Department of Justice. 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.

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During 2022:

- The Outreach team engaged in **1399 face-to-face/support visit contacts** with **389** women in total during 2022, an 8% increase on 2021 and there were **1860 support calls/texts** with women. **212** women used this service for the first time this year. Outreach staff accompanied **140** women to court on **178** occasions (see **additional** support figures for the Maternity project below).

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 – 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, and with funding support from the Department of Justice.

During 2022:

- **890 Individual Women** were supported through **1178 interventions** following drop ins to this dedicated service based in Dolphin House family law courts in 2022. This marked a very significant increase of 56% when compared to 2021 with 572 women supported. In addition, **566 referrals** to external services for additional ongoing support were also made, and **110 internal referrals** to Women's Aid casework and other services.

High-Risk Support Project (HRSP)

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 work 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.

During 2022:

- **266 women, 1 man, and 578 children** were supported by the HRSP (in all cases the perpetrators were male). There were **99** new users of the service in 2022, and **64** case closures. At the end of 2022 there are **203** active project service users. This compares to **169** active project users at the end of 2021.

Women's Aid Maternity Project

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

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 2022

The Project is also supported by an External Advisory Group comprised of a wide range of skilled professionals including patient representatives, representatives from minoritized groups and public health and policy experts.

During 2022, extensive progress in the development of a co-created specialist training for obstetric staff was led by our Maternity Project Co-Ordinator. Following the development of a three-stage training programme framework, an Independent Evaluator was appointed in adherence with our tendering guidelines and they commenced their work during the year

Our dedicated **Maternity Outreach Worker**, received referrals directly from the staff of the three Dublin Maternity Hospitals during 2022, supported **53 pregnant/post-partum/post TIP women** who were subjected to Intimate partner abuse with **356 one-to-one meetings, including 44 court accompaniments and 923 phone/SMS contacts**.

There is also an 'awareness raising' strand to the Maternity project and details of our campaign in 2022 are noted below.

Emergency funds to support women (Internal fund)

In 2022 Women's Aid dispensed €127,077 in funds to 242 women who were in receipt of direct support from our own frontline services on 294 occasions. 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, a key time of financial pressure for women suffering economic hardship as a direct and indirect result of the abuse they are subjected to.

- Vouchers to a total value of €49,000 were issued. These vouchers could be used in a wide variety of retail outlets to assist women to meet some everyday needs for themselves, their children, and households.
- An additional €20,000 worth of vouchers were provided to clients of the frontline services before Christmas 2022.
- Some women also benefited from the Legal Fund, a total value of €16,882.00. This support enabled women to part pay legal fees for representation in court and pre court consultation.
- Our service users also benefited from support for procurement of home security measures, to a total value of €41,195. Women's Aid provided funding for cameras, new locks, alarm systems and monitoring, sensor lights and video doorbells to help improve the security of their homes. In most cases, these security measures were recommended by Garda Crime Prevention Officers.

In addition to the above fund, in Autumn 2022, we received and administered a grant of €15,000 to support women and children with back to school costs.

Quotes from women:

"The vouchers are a massive help, thank you so much for all of the support. You are absolutely amazing, and we would be lost without you. I mean it from the bottom of my heart. Thank you so, so much."

"The support I got from Women's Aid to make me and my children's lives and home safer has allowed us to move on from our previous life of fear. Having the security additions to my home that [you] supported me with is invaluable."

WOMENS AID COMPANY LIMITED BY GUARANTEE DIRECTORS' REPORT FOR YEAR ENDED 31 DECEMBER 2022

Women's Aid National Emergency fund for women and children 2021/22 (External Fund)

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. The Women's Aid Board designated funds to support three rounds of this fund between 2021 and 2023 for eligible organisations.

In mid-2021 €300,000 was distributed in allocations of €10,000 across 30 different specialist services for the direct benefit of women and children in need. Funds were expended by mid-2022 and all recipients submitted grant outcome reports. A snapshot summary of the incredible impact of these funds is noted here:

- **1,422 women and children were direct beneficiaries of the Women's Aid fund, distributed by 30 independent services all over the country.**
- €20,349 was spent on supporting women and children with medical and costs including, dental support and therapy.
- €44,031 was offered to help women cover essential utility costs (electric, heating etc.)
- €67,594 towards groceries, including with vouchers so women could buy household basics such as food, clothing school supplies and shoes.
- €32,262 was offered to help cover fuel costs & transport costs, including, motor tax, insurance, public transportation.
- €32,110 contributed towards women's legal fees.
- €19,382 was given for household items, including white goods, furniture, bedding & household repairs.
- €40,254 contributed to rent and/or emergency accommodation costs.
- €15,671 went towards security costs (changing locks, CCTV, reinforcing doors etc.)
- €14,263 childcare and baby equipment/clothing costs.
- €14,084 contributed towards a wide range of other urgent needs women and children had such as purchase of a mobile phone or tablet, costs for moving home, and support to buy new clothing for job interviews.

The powerful, and in some cases transformative, impact of even modest funds to women and children who had been terrorised and impoverished by domestic abuse, was made clear to us with the narrative reports from our colleagues grant reports, such as:

Quotes from Support staff

"Support was given to a service user to fit an alarm system in her house after an incident where her windows were smashed. This gave her a huge sense of security and, although she is still struggling with memories of the incident, she often speaks about how the CCTV alarm system helps her to feel safe going to bed at night and enables her to sleep."

"All women were so grateful for monies received, one woman cried and couldn't believe this was happening she felt huge relief for her and her children."

"Support was given to a service user to tax and insure her car-something she would not have been able to do without this fund. This has enabled this woman to move on from the abusive relationship and start working on healing and creating the life she wants."

WOMENS AID COMPANY LIMITED BY GUARANTEE DIRECTORS' REPORT FOR YEAR ENDED 31 DECEMBER 2022

Quotes from women:

"This has made my week, I have been overthinking way too much about money. You have no idea how much this will help."

"Thanks to Women's Aid, we now have a warm house for the winter. The kids were so cold."

"The Camera proved that he was at my house, I was able to use the videos from the camera as evidence when I was making my statement to the gardai."

"for the first time the kids were able to pick out their own supplies for school"

"Life-changing, I can't believe I have money to buy food and duvets for Christmas"

During 2022 a second round of this three-year scheme was issued with €290,000 distributed to 29 specialist Domestic violence services nationwide, to be expended and reported on by mid-2023.

The impact and reach of year two of this fund will be reviewed and reported in the Annual Impact Report 2023.

[Developing and enhancing the range of training solutions aimed at supporting frontline professionals](#)

[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.

During 2022:

Women's Aid delivered **81** training events to **835** participants. **26** organisations availed of bespoke training for groups from individual organisations, and staff from **116** different organisations participated in mixed group trainings. This is an increase on **60** events in 2021, delivered to **600** participants.

Additionally, the Training Department delivered a range of inputs and awareness sessions during 2022, a total of **41** events to **2,047** people. This was a significant increase in output when compared to **15** events delivered to over **500** people in 2021.

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Raising public awareness of Domestic Violence 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 (age 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. Two campaigns ran in 2022: one launched on Valentine's Day and the other at the start of the 16 Days of Awareness to combat violence against women (Nov 25th).

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. This programme is designed to improve awareness on domestic violence and abuse and reach women in similar situations.

During 2022 Women's Aid also continued its partnership with Allianz. The 'World's Strongest Women' campaign was launched to enormous positive public reaction and reach across both television, radio and online. This campaign was award winning in 2022.

The media company Bayer collaborated with Women's Aid to create a multilingual radio ad based on our multilingual information videos to raise awareness among migrant women of the issue of Domestic violence and the accessibility of the National Freephone Helpline in over 200 languages. Bayer ran this ad pro bono across a number of their radio stations for a number of weeks (see Note 5).

Femicide

The Women's Aid **Femicide Project** continued to record the violent deaths of women in Ireland and in 2022, 12 women were killed. We record these killings to illustrate the danger posed to women and to better understand how to increase protection for women and children. Our aim is to continue to try and break the pattern of male violence against women in the hope of preventing any further loss of life.

Promoting social change: Men as allies to end abuse

In January 2022, Women's Aid was a crucial national voice responding to the violent death of Ashling Murphy in Co. Offaly. The dreadful killing sparked an unprecedented public outcry against violence against women. Women's Aid called for a **zero tolerance of all forms of male violence against women** and a full commitment by everyone in society to help realise lasting change, including men acting as allies in tackling misogyny and inequality.

In June, in partnership with Trinity College Dublin, we hosted a multimedia public lecture entitled '**Violence against Women is a Men's Issue**' with Jackson Katz. The event was held in Trinity College Dublin. The lecture had full attendance of 100 attendees. The event engaged participants from high level roles in male dominated spheres across a wide variety of sectors including sporting, legal and political institutions, and was recorded for later production of short information awareness videos to contribute to messaging that encourages male allyship in efforts to combat DSGBV (in production 2023). Jackson, a leading international male figure in activities to engage men as allies in ending DSGBV, also gave interviews to national media and participated in a strategic private session with a range of leaders from; the police, academia, survivors, global development, trade unions and a leading men's organization.

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Women's Aid Public events

Also in June, we launched **Women's Aid Annual Impact Report 2021**. The launch was held over Zoom and was very well attended with over 250 participants, many of whom were key stakeholders in Ireland's ongoing work to prevent and combat domestic abuse including: survivors, politicians, policymakers, health and legal professionals, academics, policing and other experts. Ailbhe Smyth (Women's Aid, Chair) chaired the event and other speakers included, Helen McEntee, TD, Minister for Justice, Sarah Benson (Women's Aid, CEO), Professor Louise Crowley, University College Cork and Gillian Dennehy (Women's Aid, Maternity Project Co-Ordinator).

During the 16 Days of Action Opposing Violence against Gender-Based Violence, Women's Aid launched the new **'Time To Talk About Porn' report** which includes statistics from a national representative survey conducted by RedC. The report was launched in November and the webinar was attended by 350 attendees, as well as live streaming on Facebook. The event included many cross-sectoral experts including; Ailbhe Smyth (Women's Aid, Chair), James Browne, T.D., Minister of State, Department of Justice. Richard Hogan, Family Psychotherapist and author of 'Parenting the Screenager', Dr Gail Dines, Founder & President of Culture Reframed, and Professor Emerita of Sociology and Women's Studies, Wheelock College, Boston, Sarah Benson (Women's Aid, CEO), Professor Clare McGlynn KC (Hon), Professor of Law at Durham University, UK, with expertise in the legal regulation of pornography, cyber flashing and online abuse and Alexandra Ryan, founder and CEO of Ireland's leading female-focused news website, Goss.ie and is also Ambassador for the Department of Justice intimate image abuse awareness campaign.

In June, Women's Aid partnered with **Capital Credit Union**. This involved Women's Aid supporting Capital Credit Union staff with specialised training to recognise the signs of abuse, how to respond in a supportive way and how to signpost their members to the Women's Aid 24hr National Freephone Helpline. There was also an awareness campaign in all their branches, with the potential to reach over 50,000 members, to direct victims to Women's Aid in an accessible and discreet manner.

During 2022 Women's Aid staff also delivered a wide range of awareness inputs with local services, community groups and statutory bodies. They engaged in 'fireside chats' with companies and their executives, and gave addresses at conferences to further engage the public and key professionals as allies, in ending domestic abuse in Ireland.

Maternity Awareness Campaign

Also in November, Women's Aid ran a national **Maternity Awareness campaign** during the 16 days of Activism. The awareness campaign worked with four of Ireland's leading maternity hospitals. We partnered to support women subjected by domestic violence and abuse including coercive control. The partnership is between Women's Aid and the three Dublin Maternity hospitals (The Coombe Women and Infants University Hospital, The Rotunda Hospital, the National Maternity Hospital and Ireland South Women and Infants Directorate (primarily Cork University Maternity Hospital). The awareness campaign utilised social media to disseminate information, and the hospitals highlighted the bespoke posters in key areas. Awareness materials were distributed to all 19 of the maternity units across the country for this campaign.

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Too Into You Project activities 2022

In 2022 Women's Aid's dedicated website for young people toointoyou.ie was redeveloped and launched with a new design, newly developed resources and tools. To launch the website, we hosted an in-person event for stakeholders, influencers and friends of the campaign. There were over 25,000 visits to toointoyou.ie in 2022. We ran two #TooIntoYou public awareness campaigns on social media which delivered over 9.5m impressions on Instagram, Snapchat and Facebook. This involved running paid ads on social media.

We set up a specific profile for @TooIntoYou on Instagram and gained over 2,000 followers. One of the Reels posted was viewed almost 26,000 times. The profile has also increased visits to the website through the link on the Instagram bio.

We delivered 12 awareness building presentations to various stakeholders and organisations including ISPC, Young Social Innovators, Deaf Youth Ireland, UCC WiSTEM Society, UCC FemSoc, GMIT, Clannad, and Doras Bui.

Media Coverage of Women's Aid & Website visits 2022

During 2022 Women's Aid significantly extended its public reach in actively engaging with the public to raise awareness about the issue of domestic violence and abuse, and communicate ways in which individuals affected could access support and information, as well as direct support if required.

Media Type	No. of Items	Value of Coverage in €uro
BROADCAST	2598	5,577,075
ONLINE	1973	5,158,300
PRINT	850	5,961,386
Total	5421	16,696,761

Source: Ruepoint

Website Sessions	2022	2021	Var +/-	%
www.womensaid.ie	330,727	213,206	+117,521	+55%
www.toointoyou.ie	29,758	17,122	+12,636	+73%
Total	360,485	230,328	+130,157	+57%

Social Community	Media	2022	2021	Var +/-	%
Facebook		44,497	41,134	+3,363	+8%
Twitter		23,747	21,123	+2,624	+12%
Instagram		19,070	11,209	+7,861	+70%
LinkedIn		19,881	10,085	+9,796	+97%
Total		107,195	83,551	+23,644	+28%

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Influencing Government and Policy

Women's Aid provides solution-based recommendations on improving preventions, inform legal responses, enhance policy and deliver protections to better support women and children subjected to domestic violence and abuse. 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 change.

Building on Women's Aid's advocacy expertise & reputation to inform key decision makers and to contribute to the national dialogue on Domestic Violence and Abuse

Throughout the year, the organisation continued 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.

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 (all available on <https://www.womensaid.ie/about/policy/publications.html#submissions>):

1. Submission to An Garda Síochána Inspectorate on An Garda Síochána's Response to Domestic Abuse, January 2022
2. Women's Aid Position Statement on Guardianship, January 2022
3. Submission to the Non-Fatal Offences Against the Person (Amendment) (Stalking) Bill 2021, February 2022
4. Women's Aid Submission on the draft Third Domestic Violence and Gender Based Violence Strategy, February 2022
5. Women's Aid Submission to the Joint Committee on Gender Equality on the Recommendations of the Citizens' Assembly, March 2022
6. Women's Aid Submission to the Review of the operation of the Health (Regulation of Termination of Pregnancy) Act 2018, March 2022
7. Women's Aid Submission to the Online Safety Expert Group on the individual complaints mechanism, March 2022
8. Women's Aid Submission to the Criminal Justice (Miscellaneous Provisions) Bill 2022, September 2022
9. Women's Aid submission on the ratification International Labour Organisation (ILO) Violence and Harassment Convention, 2019 (No.190), September 2022
10. Women's Aid Submission to the Junior Cycle SPHE Curriculum, October 2022
11. Women's Aid Submission on the Redevelopment of the Senior Cycle SPHE, November 2022
12. Women's Aid Input to the Special Rapporteur VAWG'S Report on Violence Against Women and Children in Custody Cases, December 2022
13. Women's Aid Submission to the Family Courts Bill, December 2022.

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Research

'Time To Talk About Porn' report

In 2022 Women's Aid commissioned research from RedC to inform a new report demonstrating national concern about the **harm of pornography on society, and on children and young people in particular**. The 'Time To Talk About Porn' report includes statistics from a national representative survey conducted by RedC and confirm that the majority of the Irish public believe that porn is contributing to gender inequality, sexist double standards, unrealistic sexual expectations, normalisation of request for sexual images including among children, and directly contributes to coercion and violence against women and girls, including image-based sexual abuse. This new survey indicates that there is a majority view across all ages that both the government and tech companies need to do more to protect children and young people from exposure to pornography and to do far more, and faster, to support victims/survivors of image-based sexual abuse. There is strong support for age-appropriate education for children and young people about sex, relationships, mutuality, consent, and respect to be part of school SPHE and RSE curriculum, which should include a focus on how pornography is not a safe or healthy representative of any of these things.

Additional findings from the research report, which was launched publicly on November 25th 2022 include:

- The majority of Irish people believe that pornography is too accessible to children, and is contributing to gender inequality and to coercion and sexual violence against women and girls.
- Despite a majority consensus in the study, there is a very notable and statistically significant difference between male and female attitudes and levels of concern about pornography.
- 75% of people agree that pornography makes children and young people vulnerable to requests to share intimate images and videos.
- The vast majority (81%) of 18-25 year olds believe that pornography is increasing young men's interest in seeking rough or violent sex.
- 81% of all respondents want age-appropriate sexuality and relationships education in all schools which includes a focus on the negative consequences of exposure to pornography.
- 71% believe that the government and tech companies can and must do more to protect children and young people from exposure to pornography and to do far more, faster, to support victims/survivors of image-based sexual abuse.
- Women's Aid highlighted the fact that its frontline support workers regularly hear disclosures where pornography is playing a role in the verbal, sexual and physical abuse women are subjected to by their male partners.
-

This research report was a basis for an application for a more academic piece of research on pornography which Women's Aid will commission in 2023.

Additional research projects:

Women's Aid commissioned tenders for two strategic research projects during 2022 which will commence in 2023. The first is a research project examining '**Disabled Women and Intimate Partner Violence**'. This research project has been co-designed and co-created in partnership with the Disabled GBV Taskforce, and Trinity College Dublin School of Social Work & Social Policy and will take 12 months to complete.

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The second is an ambitious a research project that will provide an '**independent, evidence-based 360-degree examination of how effectively Custody and Access proceedings in the Irish Family Law system, both exclusively or in intersection with other proceedings, systems and factors, responds to the safety and wellbeing requirements of victims/survivors of domestic abuse, including children.**' This research will be conducted over 18 months and is anticipated to commence by Q2 2023.

2. Building and Nurturing Effective Partnerships

Women's Aid values the trust of its funders and other key stakeholders. We recognise the value of mutual respect and collaborative partnerships with our funders and with peer organisations, supporters, donors and volunteers. Ensuring that Women's Aid is a trusted partner is a centrepiece of our strategy, that supports us to work effectively with other key actors in our sector. We continue to undertake key activities that will support us to deepen and strengthen our stakeholder relationships.

During 2022 the following key objectives, under the second Priority of our multi annual Strategic Plan were our primary focus:

Ensure that Women's Aid is recognised as a trusted partner to funders and agencies and other Community & Voluntary sector stakeholders.

In addition to full compliance and fulfilment of our Service Agreements with our funders during 2022, Women's Aid continued to bring the concerns and issues of women experiencing domestic violence and abuse to a number of national and local fora.

In 2022, we continued our representation roles at:

- Barnardos' Childhood Domestic Violence Project: Advisory Committee
- Children and Young People's Services Committee (DLR)
- Consultation on Training for Prosecutors in Relation to Vulnerable Victims
- Familicide and Domestic Homicide Review Study: Advisory Group
- Family Law Reform Sub Committee of the Court Service
- The Victims Forum
- Legal Aid Board External Consultative Panel
- National Monitoring Committee on the Strategy to Combat Domestic, Sexual and Gender-based Violence
- The SAVE Forum
- Tusla Service-user Consultation Advisory

In addition, we continued our membership of:

- Irish Observatory on Violence against Women and Girls
- The National Women's Council of Ireland
- The Victims' Rights Alliance
- SAFE Ireland
- St. Mary's Community Employment Project
- Women Against Violence Europe (WAVE)
- The Wheel
- Children's Rights Alliance

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[Work with authorities, agencies and peer organisations to inform the agenda and to influence change positively, in ways that prioritise the interests of women.](#)

In addition to our notable membership of a range of key groupings, and our formal policy submissions, Women's Aid also foster collaborative relationships with organisations and individuals to mutually inform and strengthen responses to women. During 2022 there were meetings with a wide range of stakeholders supporting women in addiction, using homeless services and migrant women. The organisation engaged in delivery of training with agencies and also received reciprocal training to increase our knowledge and competencies e.g. Women's Aid delivered training to Community Navigators in the Immigrant Council of Ireland and received a training for our frontline staff from their Legal advisors on updates to Immigration law and policies.

Women's Aid took a leadership role by convening a 'Think in' during 2022 bringing together a wide range of peer organisations and statutory agency representatives to engage in reflection and planning for long term work to increase engagement with men and boys as allies in ending DSGBV. The event also generated ideas for collective and, in some cases, bilateral projects and partnerships to support this work. The outcome of this gathering will influence strategic prevention work over the coming years.

In relation to advocacy for a transformative piece of legislation to bring paid leave for domestic abuse onto a statutory footing, Women's Aid was the lead domestic violence organisation engaging with public representatives, unions, employers bodies and individual employers. Great progress was made during 2022 with a firm commitment by government to legislate for this in 2023.

[Building & supporting volunteer engagement](#)

Volunteers provide crucial support to our National Helpline staff team, and to our shop. All volunteers receive full training and induction relevant to their roles.

During 2022 our Helpline Volunteer Co-ordinator continued to foster positive relationships and keep the Helpline volunteer team engaged, and our Shop Manager recruited and supported several volunteers for our charity shop. Volunteers are invited to all organisational events (e.g. summer party, Christmas gathering) and receive weekly updates of our 'media watch report' and other important information updates regarding organisational activities, and briefings on government or public policy initiatives to ensure they remain fully informed. They are informed and invited to support Women's Aid various public awareness campaigns during the year also.

To coincide with our annual Volunteer Appreciation Day, Women's Aid arrange a gesture of appreciation to acknowledge the wonderful contribution our volunteers make to the organisation.

In 2023 Women's Aid will be seeking to have our volunteer programme accredited.

[3. Strengthening Capability & Expertise](#)

During the three years of our current strategy, Women's Aid will focus on developing its organisational infrastructure. The activities under this priority will ensure that Women's Aid has the information, skills, expertise and capabilities it requires to develop its service, achieve service excellence and continually evolve the range of services and activities required to deliver Women's Aids goals.

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During 2022 the organisation focused in particular on four of the defined areas noted in the multi annual Strategy: Prioritising the ongoing innovation of the service range, leveraging technologies and reflecting the diverse needs of women in Ireland who are experiencing domestic violence and abuse.

We invested in new systems to support effective, innovative and efficient delivery of service. These included:

- The contracting of a new E-Learning platform to support Training & Development to expand our training offer.
- Investment (with support from statutory funder Tusla) of a new integrated platform to enhance the performance of the National Freephone Helpline.
- The development (with pro bono support from technology company Support IT: see note 5) of a new database for the National Freephone Helpline to integrate with the new platform.
- The completion of installation, staff training and rollout of a new CRM system 'E-Safe' for the frontline Services (with support from statutory funder, The Department of Justice).

Accessibility:

The National Freephone Helpline and Direct Services continued to offer the Language Line dial in interpretation service for any migrant women accessing support - available in over 200 languages.

The online IMSS facility allows for access to support through our websites for women who prefer to communicate via 'chat' and deaf and hard of hearing women.

[Ensuring that services maintain consistently high standards of excellence.](#)

Staff training and development was a priority and supported our commitment to enhance our inclusivity:

- All staff given a personal CDPD training budget based annually.
- Staff participated in LGBTQI+ awareness training.
- Staff participated in Cultural Competency training.
- Staff participated in a wide range of CPD training including on coercive control; Charity Law, compliance; health & safety and other topics dependent on roles and responsibilities.
- Helpline volunteers were recruited to support the Helpline support staff undertake a very intensive training, induction, and ongoing support process to ensure excellent services delivery.
- The organisation commissioned an Independent Staff Engagement survey from Quality Matters. It found Women's Aid scored higher than average in terms of staff engagement on all metrics. The organisation plans to repeat this survey annually to monitor staff engagement and has identified some key areas to develop further prior to the next rollout.

Stakeholder feedback

- Women's Aid continually seek feedback from its services users through requests for confidential feedback from Helpline users and feedback at point of case closure from direct services.
- All training deliveries elicit feedback from participants to support continuous review and updating of our specialist training to ensure we remain a centre of excellence in this regard.
- The organisation welcomes feedback from stakeholders through its feedback policy which is available publicly on the company website.
- External stakeholder feedback from donors and supporters was also sought in the creation of the Fundraising Strategy, noted above.
- Pro Bono support from McCann Fitzgerald assisted the organisation to ensure that its policies in areas of Child Protection, Data Protection and other related areas of compliance were reviewed and updated as required during 2022 (See Note 5).

WOMENS AID COMPANY LIMITED BY GUARANTEE DIRECTORS' REPORT FOR YEAR ENDED 31 DECEMBER 2022

- The organisation continues to proactively engage with its statutory funders and seeks to ensure funder satisfaction through ongoing positive engagement, submission of concise, accurate and informative reports and attendance at formal Service Level Agreement meetings.

[Ensuring that the voice of service users is strongly represented in the data and information we collect.](#)

Data: The Direct Services provide rich anonymised data on women's experiences, the trends emerging and the needs they have which Women's Aid will incorporate into its impact reports, submissions and through public representation to try and improve supports and responses to victims/survivors and combat abuse.

Survivor collaboration: Women's Aid has a long track record of engaging with survivors to share their experiences and, crucially, their views on how we can improve response to combat domestic abuse. All our public events in 2022 incorporated a survivor's direct contribution. Many additionally offered their anonymised stories in support of awareness and fundraising activities during 2022. Several survivors act as 'ambassadors' for our 'ToolIntoYou' campaign.

[Developing diverse, sustainable multi annual income streams.](#)

Women's Aid strives to maintain and preserve the trust and confidence shown to it by statutory funders over many years. During 2022 the organisation was successful in securing two multi annual funding grants from Pobal and the Department of Justice. The Department of Justice further approved funding to support a national roll out of the unique High Risk Support Project which is delivered in partnership with An Garda Siochana and Vodafone Foundation. The organisation also gratefully received additional grant funding from Tusla to continue to support our direct services and to invest in supporting infrastructure for the National Freephone Helpline service.

To plan for stability and sustainability into the future, the organisation invested in the development of a detailed and ambitious multi annual fundraising strategy, with a supporting operational plan to assist Women's aid navigate a period of exceptional growth and expansion.

To support and enhance our governance, compliance, and strong leadership, the Board:

- Commissioned an independent Board evaluation and a review and update of the Board Skills Matrix
- Commissioned an independent review of its updated risk management framework (review of work undertaken following a detailed 2021 review of this framework to assure quality implementation of recommendations.
- Initiated a strategic 'away day' for Board and Management Team to ensure connectivity and congruence between the Board and executive in delivery of the strategy.
- Supported quarterly Leadership away days for senior Management to support adaptive leadership during a period of growth.

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3. Financial Review

Financial Results

The 2022 financial results are set out in detail on pages 37-40. The surplus for the year 2022 amounted to **€1,145,254** (2021 surplus: €329,794).

In 2022, total Income was €4,649,814. (2021 income: €3,709,885). Fundraising and donations income continued to grow strongly during 2022 and totalled €3,336,357. (2021 income: €2,551,256)

Total expenditure was €3,504,560. (2021: €3,380,091).

***Important Note on the 2022 surplus:**

While the surplus indicated above is €1,145,254, it is important to note that the Board have designated an additional €1,674,620 of our unrestricted reserves to designated funds as seen in note 17 of the financial statements. Designated funds at the end of the year 2022 total €4,133,288 (2021: €2,828,086) which are funds designated by the Board for the purposes set out in the table below.

Designated purpose	Description	Amount €
6 months operational costs plus costs of closure	To ensure Women's Aid's core charitable activities could continue during a period of unforeseen difficulty. Women's Aid has an operating reserves policy of six months operating costs and includes the cost of making staff redundant in case of an emergency.	2,155,286
New HR system	This software is required to support our growing team with time on/off management and our HR function	10,500
Maintenance Women's Aid Head Office and Charity Shop	To ensure our buildings are fit for purpose to facilitate essential service delivery	45,000
Women's Aid Website	Once off contracted expense relating to our website upgrade which will be completed in 2023	8,897
Strategic Planning	Ongoing review, planning and evaluation of organisational impact - both internally and externally.	10,000
National Emergency Fund for Women and Children 2023	Emergency funds to directly benefit women and children nationally via a scheme, offered through a formal process, to qualifying local specialist domestic violence services throughout the country. The Women's Aid Board approved this grant scheme to run for a fixed period of three years: 2021-2023	310,000
Women's Legal, Security and Emergency Fund 2023 & 2024	Providing direct, practical assistance to women and their children accessing Women's Aid direct services, for disbursement over two years.	330,000

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Designated purpose	Description	Amount €
<i>Maternity Outreach Project 2023 and 2024</i>	Designated to ensure continuity of this innovative 3.5 year pilot project which commenced in April 2021 to collaborate with partner maternity hospitals in support of pregnant women experiencing or at risk of domestic violence. The pilot comprised of specialist training, development and outreach and targeted awareness raising components.	328,407
<i>Too Into You Project costs 2023 and 2024</i>	A Strategic Communications pilot initiative, which focuses on 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.	190,809
<i>Survivor Empowerment project (1 year project)</i>	A Strategic Communications initiative to create a framework for engagement with survivors, to empower them to collectively identify themes for social change they wish to express, and support the development of a formal 'manifesto' to give expression to their voices.	124,724
<i>Research – 'Custody and access / Irish Family Law System'</i>	An 18 month research project, aiming to provide a comprehensive, evidence based examination of how effectively the Irish Family Law system proceedings relating to Custody and access: a) responds to the needs of victims and survivors of domestic abuse b) vindicates the rights of children to have their voice heard during such proceedings.	100,000
<i>Research - 'Disabled Women and Intimate Partner Violence'</i>	This is a collaborative research project between Women's Aid, the Disabled Gender Based Violence Taskforce and Trinity College Dublin, School of Social Work and Social Policy. The research objective to shine a spotlight on the under-reported issue of domestic abuse and intimate partner violence of disabled women, and to make recommendations to inform the development of more effective means for disabled women to safely disclose and access appropriate support.	42,000
<i>Zero Tolerance Fund</i>	Funds designated to collaboratively progress prevention activities targeted at positively contributing to zero tolerance for DSGBV. Activities including, but not restricted to: engaging men and boys as allies; addressing the harms of pornography.	121,000

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Designated purpose	Description	Amount €
<i>Counselling project - Services</i>	This is a pilot initiative which will be run by our Services department during 2023 to resource and offer counselling support to services users in need, at the point of case closure with Women's Aid direct services, of additional support for trauma healing.	50,000
<i>Employer Engagement Project</i>	A Training and Development initiative to develop a targeted offer to employers to increase workplace supports to victims/ survivors of domestic abuse	133,000
<i>E Learning - Training & Development</i>	Resources to design and develop a number of new 'E-Learning' training resources for our Training & Development Department	30,200
<i>Strategic Communications consulting and salary costs 2023 and 2024</i>	Ringfencing non funded salary and policy consultancy costs for our Strategic Communications department.	143,465
Total Designated		4,133,288

Women's Aid continues to face increased demands for our services. There is reason to believe that this demand will continue to rise in the coming months. Based on the Board's consideration of the current economic situation, 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 (minimum) quarterly basis.

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.

Political contribution

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

Financial events

The Directors report the following financial events during the year.

The financial results for the year ended 31st December 2022 are shown in the Statement of Financial Activities on page 37 and are considered satisfactory by the Board.

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Sources of funding

Women's Aid received less than 50% of statutory funding for running costs in 2022. Statutory funding accounted for 34% of expenditure in 2022. Income from statutory sources during 2022, provided vital support to 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 (Pobal)

The funds received from all statutory sources are restricted for a fixed period. The remainder of Women's Aid funding (approximately 66% of expenditure in 2022) is sourced annually through fundraising donations, training income, charity shop income and non-statutory grants.

Going concern

After making appropriate enquiries through a preliminary assessment of Going Concern and balance sheet review which was prepared by the Financial Controller and examined by the Chief Executive Officer and the Finance, Audit & HR Sub Committee of the Board, 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 3 to the financial statements.

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 2022 work to address these risks and uncertainties continued to dominate the agendas of the Board and Management Team meetings.

The year 2022 was a year of developmental growth for the organisation which will continue into 2023. Against a backdrop of global uncertainties; war in Ukraine, a cost of living crisis and high inflation, the organisation is cognisant of the impacts on both donors and service users alike. We continue to take a prudent approach to investment and phased development, sustaining key funder relationships and strategic piloting and evaluation of new service initiatives to maximise opportunities for sustainable growth and stability.

At a financial level, Women's Aid manage these risks and uncertainties through enhanced donor engagement, investment in increased fundraising activities including the development of a fundraising strategy and regular revision of our budget, based on up-to-date information.

Events since the year end ('subsequent events')

There have been no significant events affecting the company since the year end that would impact the financial statements.

WOMENS AID COMPANY LIMITED BY GUARANTEE DIRECTORS' REPORT FOR YEAR ENDED 31 DECEMBER 2022

Budget Controls

A detailed annual budget is prepared in line with the organisation's 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.

4. Structure, governance and management

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 who are subjected to domestic violence, and to contribute to the prevention of domestic violence and abuse in Ireland. 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.

Staffing, Volunteers & Board of Directors.

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 during 2022 were as follows (PT denotes Part-Time):

Total number of staff 2022: **44**

- 1. CEO/Finance/Business Support (4):** CEO, Financial Controller, Finance Assistant (PT), Senior Project Lead for Business Support (PT), Reception staff X 2* PT (*via Community Employment scheme so not on payroll.)
- 2. National Freephone Helpline (14):** Manager, Volunteer Co-Ordinator, Helpline Support Worker* X 7 (6 x PT 1 x FT), Helpline Panel (relief) staff x 5 and approximately 25 volunteers. (*One Helpline worker is also on the Panel but is only counted once for this purpose)
- 3. Services: (10):** Manager, Outreach Workers X 3 (1 PT), Maternity Project Outreach Worker, High Risk Support Project National Co-ordinator, High Risk Support Project Leader, DAIS project worker (PT), Floating Support worker, Administrator (50:50 Services and Helpline admin).
- 4. Training and Development: (7):** Manager, Trainer X 3 (1 PT) and Training Administrator (PT), Maternity Project Coordinator (PT), Health Training Administrator.
- 5. Strategic Communications & Fundraising (7):** Strategic Communications & Fundraising Manager, Strategic Communications Officer, Too Into You Project Leader, Donor Care & Legacies Project Lead (PT), Community Fundraising Project Lead, Donor Support Officer, Administrator (PT).
- 6. Charity Shop (2):** Shop Manager, Shop Assistant (PT), approximately 4 Volunteers

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Staff Whole Time Equivalent: A number of staff are employed on part-time contracts and the whole time equivalent in 2022 is **36.75**

The outstanding Volunteer contribution to the work of Women's Aid during 2022 was:

Number of volunteers: **29**

Helpline: **1,724** hours

Charity Shop: **546** Hours

Equivalent full days donated: **570.5**

[Remuneration of staff & Remuneration Policy](#)

Total employee costs increased from €1,649,157 in 2021 to €1,934,742 in 2022 (please refer to note 9 Staff Costs).

This increase is explained by a combination of factors, primarily: several projects commencing mid/late 2021 for which there were full year staff costs in 2022; a 1% salary increase to employees in 2022; an increase in the number of employees participating in the company pension scheme; contractor costs for finance and fundraising; and an increase in staff numbers.

Numbers of staff in receipt of in excess of €60,000 per annum during 2022

€60,000 - €70,000: 5 people

€70,000 -€80,000: 0

€80,000 - €90,000: 1 person

Due to significant financial constraints and an historic period of extreme financial pressure and precarity, the Board have managed staff remuneration since 2019 on the basis of annual reviews of affordability and sustainability. There have been several percentage increases to salaries to benefit all staff equally in this period.

In December 2022 the Board contracted an independent consultant to comprehensively review organisational remuneration and to create an updated remuneration policy in accordance with this. This was commissioned in light of significant organisational growth and the need to carefully review factors including: sustainable income generation to manage salary costs; reflection on market rates for comparable posts; recognition that Women's Aid cannot match Government pay increases to public servants and therefore cannot 'benchmark' against public health and other public scales for the roles it employs.

The Board will review and adopt a new remuneration policy in Q2 2023.

[Directors of the company](#)

The Directors who served during the financial year 2022 were:

- Ailbhe Smyth (Chairperson)
- Rosaleen McDonagh (Vice Chairperson)
- Suzanne Handley (Treasurer)
- Niamh Ní Dhomhnaill
- Salome Mbugua Henry
- Golda Hession
- Martina Quinn

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- Lucy Maguire (Appointed 18 May 2022)
- Olwen Dawe (Appointed 18 May 2022)

Full biographical details for the Board can be found at: <https://www.womensaid.ie/about/story/board-of-directors.html>

The Company Secretary (non-Trustee) is Mary O'Connor

Board Meeting Attendance 2022									
	Ailbhe Smyth	Suzanne Handley	Golda Hession	Niamh NiDhomhnaill	Rosaleen McDonagh	Salome Mbugua	Martina Quinn	Olwen Dawe (Joined May 2022)	Lucy Maguire (Joined May 2022)
Total Meetings	10/10	7/10	9/10	4/10	4/10	6/10	9/10	5/6	6/6

Finance Audit & HR Sub-Committee of the Board

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

The sub-committee met five times in 2022. 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.

The members of the FAHRC in 2022 were: Martina Quinn (Chairperson), Suzanne Handley (Treasurer), Ailbhe Smyth, Sarah Benson (ex Officio).

Finance Audit and HR subcommittee meetings 2022. Board attendance			
	Suzanne Handley	Martina Quinn	Ailbhe Smyth
Total Meetings	4/5	4/5	2/5

Governance & Risk Sub-Committee of the Board

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.

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FOR YEAR ENDED 31 DECEMBER 2022**

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 six times during 2022 (including one incorporeal meeting) and engaged in regular updates and work progress between meetings in conjunction with the CEO.

The Governance & Risk Sub Committee members in 2022 were: Golda Hession (Chairperson), Niamh Ní Dhomhnaill, Rosaleen McDonagh, Sarah Benson (ex Officio).

Governance & Risk subcommittee Meetings 2022. Board attendance				
Month	Golda Hession	Niamh Ni Dhomhnaill	Rosaleen McDonagh (Note: on temporary sabbatical for a period during part of 2022)	Ailbhe Smyth (non member in attendance at one meeting)
	3/3	3/3	0/3	1/3

Strategic Planning Sub-Committee of the Board

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

- To oversee the development, implementation and evaluation of 3-5 year strategic plan 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.

The Committee met once during 2022 (with additional remote communications).

Strategic Planning Sub-Committee Members in 2022 were: Salome Mbugua (Chairperson), Ailbhe Smyth, Sarah Benson.

Strategic Planning Sub Committee 2022. Attendance			
	Ailbhe Smyth	Salome Mbugua	Sarah Benson
Attendance	yes	yes	Yes

WOMENS AID COMPANY LIMITED BY GUARANTEE DIRECTORS' REPORT FOR YEAR ENDED 31 DECEMBER 2022

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 and the Board Governance Handbook. The Governance & Risk Sub Committee is delegated responsibility, in conjunction with the Chairperson, to select and recruit new Board members, in accordance with the Sub-Committee Terms of Reference which are available on our website here: https://www.womensaid.ie/assets/files/pdf/final_terms_of_reference_governance__risk_sub_committee_2021.pdf

Once appointed a comprehensive induction is in place to support new Directors in relation to clarity and understanding of their governance obligations and also to meet with all department Managers, to attain a detailed overview of the organisation's operations.

Governance

The company conducts an annual appraisal of its own performance, that of its Board and other Committees, and that of individual Board members. 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 Handbook is in place to support the operations of the Board, in conjunction with the Women's Aid Constitution.

During 2022 an Independent Evaluation of the Board was commissioned and undertaken by Carmichael. This process also included the updating of the Board Skills Matrix. The Independent report was reviewed by the Board and its recommendations were implemented.

During 2022 Women's Aid completed a compliance report in accordance with the **Charities Regulator Governance Code**, with which the company is compliant. The company also publicly commits to and adheres to the **Guiding Principles of Fundraising for Charities**.

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.

A comprehensive risk register is in place detailing primary risks and mitigations. This is a 'living document'. Risks are scored based on potential impact, likelihood and extent of mitigation measures in place, and categorised under the following 9 headings:

1. Strategic Direction and Leadership
2. Governance oversight
3. Financial
4. Human Resources

WOMENS AID COMPANY LIMITED BY GUARANTEE

DIRECTORS' REPORT

FOR YEAR ENDED 31 DECEMBER 2022

5. Service operations and service users
6. Technological
7. Physical
8. Reputational
9. External

The Risk Register is supported by a Risk Management Policy. Both the Register and the Policy were reviewed and updated by the Board in 2022.

5. Plans for future periods

Women's Aid will continue to deliver its vital frontline services, critical public awareness and advocacy and expert training. In 2022 Women's Aid completed delivery of year one of the new Strategic Plan to support the organisation to identify opportunities for growth and development.

Women's Aid plans for 2023

Women's Aid is extremely proud of our teams' performance during 2022 where the company continued to grow and develop its range of charitable activities in an innovative and strategic way. 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 2023, with the support of our new strategic framework include:

- The National Freephone Helpline (NFH) 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 (e.g. if in proximity to their abuser), 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 to meet continuing demand.
- We have invested 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. The new platform will go live in Q1 of 2023 and will enable foreign language translation on the Helpline's Instant Messaging Service which increases accessibility to this vital lifeline for migrant women who cannot speak English. This work also includes a completely new database system to enhance data collection for the NFH and this is supported by SupportIT who contributed significant pro bono assistance in design and development of the database.
- Through very welcome grant support from the Department of Justice, the unique High Risk Support Project which Women's Aid delivers in partnership with An Garda Siochana and Vodafone Foundation, will begin a national roll out, expanding its benefits to beyond the Greater Dublin Area where it has been in operation since 2014.

WOMENS AID COMPANY LIMITED BY GUARANTEE DIRECTORS' REPORT FOR YEAR ENDED 31 DECEMBER 2022

- Through support from Tusla the Services Team will expand the number of outreach workers on the team in 2023 to meet the ever-increasing demands for face to face, ongoing case support from women in need.
- Women's Aid is commissioning a range of strategic research projects to give an evidence base for potential policy and structural improvements. This research will contribute meaningfully to national work to improve responses to all victims/survivors of domestic abuse, including children and those who may be particularly vulnerable or marginalised. Two of these projects are funded through fundraising and one through a generous grant support from the Community Foundation for Ireland.
- Through the wonderful generosity of many donors, Women's Aid offered an **internal** emergency and security fund to women engaged directly with our services which we have in place to continue for 2023. The organisation will also roll out the third year of its **external** emergency grant scheme to eligible Domestic Abuse services nationwide which targets delivery of direct benefits to women and children in need.
- The organisation will enhance its long-standing engagement with survivors who wish to be agents for social change with an innovative 12-month Survivor Empowerment Project to commence in 2023.
- Our court based drop-in service (DAIS). located in Ireland's largest Family Law Court was sustained on a full-time basis in 2022 and saw significant increased demand will continue full time 2023.
- Our Power to Change Programme for survivors of domestic will continue.
- We have significantly increased our online training activities and further developed our training offering to ensure we meet the needs of those seeking our specialist support. With investment, design and development work commenced in 2022 to integrate an 'E-Learning' platform into our training offer, and new training materials to support online and blended learning, we will respond to anticipated strong demand for training by a wide range of key stakeholders in 2023 and beyond.
- We are investing further in the Training & Development dedicated project to encourage and support Employer Engagement, with employers of all sizes and across all sectors, to develop and roll out domestic abuse workplace policies across the country as a key strategic objective of the organisation.
- Women's Aid will continue to collaborate with other partners to be a leading voice in campaigning and influencing key legislative reforms in 2023 with priority focus on legislation, including; Paid Domestic Violence Workplace Leave; Non-Fatal Strangulation; Stalking and other key measures which will better support and give access to justice for victims/survivors.

WOMENS AID COMPANY LIMITED BY GUARANTEE

DIRECTORS' REPORT

FOR YEAR ENDED 31 DECEMBER 2022

- Women's Aid will enter the third year of its ToolIntoYou project pilot in 2023. Building on two national research reports and with the launch of the new upgraded www.ToolIntoYou.ie website in 2022, we have further expanded our awareness and engagement work with this important cohort of 18-25 year olds. In 2023 we will convene an advisory of young people to further increase awareness, reduce stigma and signpost to supports for victims of intimate relationship abuse. We will continue to explore strategic collaborations, including our colleagues working on consent and bystander intervention initiatives. An independent evaluator for this project will also be recruited during 2023.
- Our unique 3 year pilot Maternity Project in partnership with 4 Maternity Hospitals, to increase support and referrals of pregnant women experiencing abuse, commenced mid-2021 and continues until the end of 2024, was extended with Board approval. This will have a comprehensive independent evaluation to identify potential mainstreaming to improve and enhance supports available to women subjected to abuse during pregnancy. <https://www.womensaid.ie/about/training/maternity-project.html>
- In addition to the above: during 2023, 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 2023 fully committed to continuing our ongoing vital support work and expanding this to continue to work incrementally and sustainably towards an Ireland where there is zero tolerance of domestic abuse.

6. 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.

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: 17 May 2023

WOMENS AID COMPANY LIMITED BY GUARANTEE DIRECTORS' REPORT FOR YEAR ENDED 31 DECEMBER 2022

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: 17 May 2023

**WOMENS AID COMPANY LIMITED BY GUARANTEE
INDEPENDENT AUDITORS' REPORT**

JPA Brenson Lawlor

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 2022 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 2022 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**

JPA Brenson Lawlor

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**

JPA Brenson Lawlor

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
for and on behalf of JPA Brenson Lawlor

17 May 2023

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 2022

	Unrestricted funds €	Restricted funds €	Total 2022 €	Total 2021 €
Income				
Earned from Charitable Activities (Note 4)	257,272	1,468,814	1,726,086	1,585,133
Earned from Other Activities (Note 4)	361,878	9,406	371,284	147,615
Donations (Note 4)	2,552,444	-	2,552,444	1,977,137
	<u>3,171,594</u>	<u>1,478,220</u>	<u>4,649,814</u>	<u>3,709,885</u>
Expenditure on:				
Charitable Activities (Note 6)	1,460,969	1,422,188	2,883,157	2,914,237
Costs of Raising Funds (Note 6)	609,563	11,840	621,403	465,854
Other Expenditure (Note 6)	-	-	-	-
	<u>2,070,532</u>	<u>1,434,028</u>	<u>3,504,560</u>	<u>3,380,091</u>
Total Expenditure				
Transfers	3,192	(3,192)	-	-
Net Movements In Funds For The Year	1,104,254	41,000	1,145,254	329,794
Reconciliation of Funds				
Total Funds Brought Forward	3,830,925	-	3,830,925	3,501,131
	<u>3,830,925</u>	<u>-</u>	<u>3,830,925</u>	<u>3,501,131</u>
Total Funds Carried Forward	4,935,179	41,000	4,976,179	3,830,925
	<u><u>4,935,179</u></u>	<u><u>41,000</u></u>	<u><u>4,976,179</u></u>	<u><u>3,830,925</u></u>

**WOMENS AID COMPANY LIMITED BY GUARANTEE
STATEMENT OF COMPREHENSIVE INCOME FOR THE FINANCIAL YEAR
FOR YEAR ENDED 31 DECEMBER 2022**

	2022	2021
	€	€
Surplus for the financial year	1,145,254	329,794
	<hr/>	<hr/>
Total comprehensive income	1,145,254	329,794
	<hr/> <hr/>	<hr/> <hr/>

WOMENS AID COMPANY LIMITED BY GUARANTEE
STATEMENT OF FINANCIAL POSITION
AS AT 31 DECEMBER 2022

	Notes	2022 €	2021 €
Fixed assets			
Tangible assets	11	<u>583,143</u>	<u>604,074</u>
		583,143	604,074
Current Assets			
Debtors	12	320,226	157,636
Cash at bank and in hand	13	<u>4,555,717</u>	<u>3,467,268</u>
		4,875,943	3,624,904
Creditors: amounts falling due within One year	14	<u>(482,907)</u>	<u>(398,053)</u>
Net current assets		<u>4,393,036</u>	<u>3,226,851</u>
Total assets less current liabilities		<u>4,976,179</u>	<u>3,830,925</u>
The funds of the charity:			
Restricted funds	18	41,000	-
Unrestricted funds – designated	17	4,133,288	2,828,086
Unrestricted funds – general	19	<u>801,891</u>	<u>1,002,839</u>
Total charity funds		<u>4,976,179</u>	<u>3,830,925</u>

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

Ailbhe Smyth
Director

Suzanne Handley
Director

Date: 17 May 2023

WOMENS AID COMPANY LIMITED BY GUARANTEE
STATEMENT OF CASH FLOWS
FOR YEAR ENDED 31 DECEMBER 2022

		2022 €	2021 €
Net cash flows from operating activities	15	1,098,067	449,176
Investing activities			
Purchase of fixed tangible assets		(9,618)	(14,318)
		_____	_____
Net (decrease)/increase in cash and cash equivalents		1,088,449	434,858
		=====	=====
Cash and cash equivalents at beginning of financial year		3,467,268	3,032,410
Cash and cash equivalents at end of financial year		4,555,717	3,467,268
		=====	=====

An Analysis of changes in Net Cash can be found in Note 21 to the Financial Statements.

WOMENS AID COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS

FOR YEAR ENDED 31 DECEMBER 2022

1. 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 2022.

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 33.

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.

2. Going Concern

The Directors 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.

3. 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 2022

3. 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.

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 2022

3. 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).

The total amount of donated services and facilities during the year ended 31 December 2022 was €84,117 (2021: €Nil) disclosed in note 5.

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 salaries, costs relating to fundraising campaigns such as direct mail and digital fundraising and other general 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 2022

3. Accounting Policies (continued)

Allocation of support costs

Support costs are the cost of those functions that assist the work of the Company but do not directly undertake charitable activities. Support costs include back office costs, finance, personnel, payroll and governance costs which support the Company's programmes and activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities. The bases on which support costs have been allocated are set out in note 6.

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
Computer equipment	33% Straight Line
Freehold Property	2% Straight line

WOMENS AID COMPANY LIMITED BY GUARANTEE
NOTES TO THE FINANCIAL STATEMENTS
FOR YEAR ENDED 31 DECEMBER 2022

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 2022

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 2022

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 2022

4. **Income**

Income for 2022 analysed as follows:	Unrestricted funds	Restricted funds	Total 2022	Total 2021
<u>Earned from Charitable Activities</u>	€	€	€	€
Statutory Funders				
Tusla Child and Family Agency	-	881,302	881,302	813,255
Department of Rural & Community Development	-	90,488	90,488	89,975
Department of Justice	-	231,722	231,722	217,580
Non Statutory Funders				
Goldman Sachs Gives	-	57,024	57,024	106,443
SMBC Aviation	-	903	903	903
YSL Beauté	-	10,200	10,200	-
Lakeside Fund	-	-	-	2,557
CITI Fund	-	3,475	3,475	3,475
Lifes2good Foundation	-	-	-	15,000
Horizon Therapeutics	-	30,000	30,000	25,000
Celtic FC Foundation	-	13,587	13,587	9,246
Ireland Funds America	-	-	-	4,124
Community Foundation for Ireland	-	24,644	24,644	-
Accenture	-	-	-	15,000
Celia Holland	-	-	-	30,000
Fyffes	-	9,926	9,926	-
DCC	-	-	-	10,000
An Post	-	5,216	5,216	32,284
KKR Grant	-	30,463	30,463	68,132
Central Bank of Ireland	-	25,000	25,000	-
Lakeside Fund	-	-	-	20,000
Enfer Labs	-	-	-	10,000
Kirby Group	-	-	-	25,000
Irish Life	11,998	-	11,998	-
Allianz Ireland	27,771	15,000	42,771	36,800
ESB	15,000	-	15,000	27,359
Lug Mná	42,346	-	42,346	-
Mitchell McDermott	25,157	-	25,157	-
Permanent TSB	35,000	-	35,000	-
Other Funders	<u>100,000</u>	<u>39,864</u>	<u>139,864</u>	<u>23,000</u>

WOMENS AID COMPANY LIMITED BY GUARANTEE
NOTES TO THE FINANCIAL STATEMENTS
FOR YEAR ENDED 31 DECEMBER 2022

4. **Income (continued)**

Total earned from charitable activities	<u>257,272</u>	<u>1,468,814</u>	<u>1,726,086</u>	<u>1,585,133</u>
<u>Earned from Other Activities</u>				
Training and Development				
Training Income	84,864	-	84,864	34,619
HSE - National Women & Infants Health Programme	-	7,606	7,606	-
YSL Beauté	-	1,800	1,800	-
Allianz Ireland	<u>15,675</u>	=	<u>15,675</u>	<u>3,200</u>
Total earned from training and development	100,539	9,406	109,945	37,819
Other activities				
Charity Shop	177,222	-	177,222	109,796
Donated goods, facilities and services	<u>84,117</u>	=	<u>84,117</u>	=
Total earned from other activities	<u>361,878</u>	<u>9,406</u>	<u>371,284</u>	<u>147,615</u>
<u>Fundraising and Donations</u>				
Corporate donations	479,966	-	479,966	371,841
Individual giving	980,665	-	980,665	701,854
Digital fundraising	719,861	-	719,861	811,396
Community fundraising	<u>371,952</u>	=	<u>371,952</u>	<u>92,046</u>
Total fundraising and donations income	<u>2,552,444</u>	=	<u>2,552,444</u>	<u>1,977,137</u>

5. **Donated goods, facilities and services**

For the financial year 2022, in-kind donations have been recognised and classified to comply with Charity SORP FRS 102. In-kind donations measured at fair value to the amount of €84,117 (2021: €Nil) were received in the year and recognised in the Statement of Financial Activities under SORP classification are as follows:

		2022	2021
		€	€
Charitable Activities	IT Support for development of new Helpline Database	21,033	-
Charitable Activities	Radio Ads for Multilingual Service Promotion	48,000	-
Support Activities	Legal and professional advice	<u>15,084</u>	=
		<u>84,117</u>	=

WOMENS AID COMPANY LIMITED BY GUARANTEE
NOTES TO THE FINANCIAL STATEMENTS
FOR YEAR ENDED 31 DECEMBER 2022

6. **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.

Direct costs (staff costs, overheads, administrative costs, etc.) are allocated to each activity based on actual costs incurred for each activity. Support and governance costs are apportioned based on an average percentage of staff time allocated to each activity and/or on specific expenditure plus pro-rata of costs.

Cost of Raising Funds

	Total Unrestricted 2022 €	Total Restricted 2022 €	Total 2022 €
Staff costs	102,930	-	102,930
Overhead costs	2,609	-	2,609
Administration costs	3,935	-	3,935
Other direct costs	-	-	-
Individual Giving (Including Direct Mail Programme)	115,640	-	115,640
Corporate fundraising costs	48,966	-	48,966
Digital fundraising costs	199,629	-	199,629
Community fundraising costs	5,140	-	5,140
Legacy programme	11,226	-	11,226
General fundraising costs	46,257	-	46,257
Fundraising strategy development (2023 - 2027)	27,380	-	27,380
Case for support and brand positioning	22,903	-	22,903
Support cost allocation (see breakdown below)	<u>22,948</u>	<u>11,840</u>	<u>34,788</u>
	<u>609,563</u>	<u>11,840</u>	<u>621,403</u>

Cost of Raising Funds

	Total Unrestricted 2021 €	Total Restricted 2021 €	Total 2021 €
Staff costs	53,735	13,326	67,061
Overhead costs	1,463	-	1,463
Administration costs	9,922	-	9,922
Other direct costs	1,051	-	1,051
Individual Giving (Including Direct Mail Programme)	115,500	-	115,500
Corporate fundraising costs	-	-	-
Digital fundraising costs	201,772	-	201,772

WOMENS AID COMPANY LIMITED BY GUARANTEE
NOTES TO THE FINANCIAL STATEMENTS
FOR YEAR ENDED 31 DECEMBER 2022

6. Expenditure (continued)

Community fundraising costs	-	-	-
Legacy programme	-	-	-
General fundraising costs	37,289	-	37,289
Fundraising strategy development (2023 - 2027)	-	-	-
Case for support and brand positioning	-	-	-
Support cost allocation (see breakdown below)	<u>17,886</u>	<u>13,910</u>	<u>31,796</u>
	<u>438,618</u>	<u>27,236</u>	<u>465,854</u>

Expenditure on Charitable Activities

	Total Unrestricted 2022 €	Total Restricted 2022 €	Total 2022 €
Strategic Communications	252,865	123,317	376,182
National Freephone Helpline	42,593	571,832	614,425
High-Risk Support Project	6,394	61,902	68,296
Maternity Project	95,447	30,463	125,910
Services	61,630	395,321	456,951
Women's Legal, Security and Emergency Fund 2022	109,279	20,956	130,235
Charity Shop	107,934	-	107,934
Training and Development	209,311	71,814	281,125
National Emergency Fund for Women and Children 2022	291,399	-	291,399
Support costs (see breakdown below)	<u>284,117</u>	<u>146,583</u>	<u>430,700</u>
	<u>1,460,969</u>	<u>1,422,188</u>	<u>2,883,157</u>

Expenditure on Charitable Activities

	Total Unrestricted 2021 €	Total Restricted 2021 €	Total 2021 €
Strategic Communications	136,556	142,907	279,463
National Freephone Helpline	4,292	542,136	546,428
High-Risk Support Project	-	-	-
Maternity Project	-	68,132	68,132
Services	75,558	405,211	480,769
Women's Legal, Security and Emergency Fund	67,541	44,246	111,786
Charity Shop	71,479	-	71,479
Training and Development	77,899	91,608	169,507
National Emergency Fund for Women and Children 2021	300,763	-	300,763
Essential works to Women's Aid office 2021	472,851	-	472,851

WOMENS AID COMPANY LIMITED BY GUARANTEE
NOTES TO THE FINANCIAL STATEMENTS
FOR YEAR ENDED 31 DECEMBER 2022

6. Expenditure (continued)

Support costs (see breakdown below)	<u>232,348</u>	<u>180,710</u>	<u>413,058</u>
	<u>1,439,287</u>	<u>1,474,950</u>	<u>2,914,237</u>

Support costs

	Raising Funds 2022 €	Charitable Activities 2022 €	Total 2022 €
Governance	11,542	142,897	154,438
Office, premises and facilities	8,654	107,142	115,796
HR/ Safeguarding and Development	2,202	27,271	29,473
I.T.	1,459	18,063	19,522
Finance	7,729	95,688	103,417
Administration	<u>3,202</u>	<u>39,639</u>	<u>42,841</u>
	<u>34,788</u>	<u>430,700</u>	<u>465,488</u>

Support costs

	Raising Funds 2021 €	Charitable Activities 2021 €	Total 2021 €
Governance	9,460	122,889	132,349
Office, premises and facilities	7,062	91,742	98,804
HR/ Safeguarding and Development	1,444	18,761	20,205
I.T.	1,394	18,106	19,500
Finance	5,789	75,211	81,000
Administration	<u>6,647</u>	<u>86,349</u>	<u>92,996</u>
	<u>31,796</u>	<u>413,058</u>	<u>444,854</u>

7. Surplus on ordinary activities before taxation

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

	2022 €	2021 €
Depreciation of tangible assets	30,549	28,322
Audit Remuneration (including VAT)	7,995	7,866
	<u> </u>	<u> </u>

WOMENS AID COMPANY LIMITED BY GUARANTEE
NOTES TO THE FINANCIAL STATEMENTS
FOR YEAR ENDED 31 DECEMBER 2022

8. Directors' remuneration and transactions

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

During the year, Women's Aid CLG received a donation of €30,000 from Ms Lucy Maguire (2021: €Nil). Ms. Lucy Maguire is a current member of the Women's Aid CLG Board of Directors.

Key Management Personnel

The CEO's salary inclusive of employer's PRSI for the year was €93,677 (2021: €91,760) in addition to 7% of gross salary paid as employer contribution into a pension on behalf of the CEO totalling €5,905 (2021: €5,784).

9. Staff costs

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

	2022	2021
	Number	Number
National Freephone Helpline	14	14
High-Risk Support Project	2	2
Services	7	7
Maternity Project	2	2
Training and Development	6	5
Strategic Communications	3.5	3
Fundraising	3.5	3
Charity Shop	2	2
CEO / Finance / Administration	4	4
Total	44	42

Their aggregate remuneration comprised:

	2022	2021
	€	€
Salaries and wages	1,626,568	1,403,578
Social security costs	171,920	156,254
Pension costs	52,491	29,959
Other employee related costs	83,763	59,366
	1,934,742	1,649,157

WOMENS AID COMPANY LIMITED BY GUARANTEE
NOTES TO THE FINANCIAL STATEMENTS
FOR YEAR ENDED 31 DECEMBER 2022

9. **Staff costs (continued)**

The number of higher paid employees including the CEO was:

	2022	2021
Salary band		
€60,000- €70,000	5	3
€70,001- €80,000	-	-
€80,001- €90,000	1	1
	<u>6</u>	<u>4</u>

10. **Retirement benefit information**

	2022	2021
	€	€
Retirement benefit charge	<u>52,491</u>	<u>29,959</u>

Defined contribution scheme

The company operates a defined contribution scheme 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 2022

11. **Tangible fixed assets**

	Freehold land and buildings	Fixtures and fittings	Total
	€	€	€
Cost			
At 1 January 2022	715,001	256,093	971,094
Additions	-	9,618	9,618
	<u>715,001</u>	<u>265,711</u>	<u>980,712</u>
At 31 December 2022	715,001	265,711	980,712
Depreciation and impairment			
At 1 January 2022	138,260	228,760	367,020
Depreciation charged in the year	14,295	16,254	30,549
	<u>152,555</u>	<u>245,014</u>	<u>397,569</u>
At 31 December 2022	152,555	245,014	397,569
Carrying amount			
At 31 December 2022	<u>562,446</u>	<u>20,697</u>	<u>583,143</u>
At 31 December 2021	<u>576,741</u>	<u>27,333</u>	<u>604,074</u>

12. **Debtors**

	2022	2021
	€	€
Other debtors	103,654	27,826
Accrued income	156,968	98,881
Prepayments	59,604	30,929
	<u>320,226</u>	<u>157,636</u>

13. **Components of cash and cash equivalents**

	2022	2021
	€	€
Cash at bank and in hand	4,555,717	3,467,268
	<u>4,555,717</u>	<u>3,467,268</u>

WOMENS AID COMPANY LIMITED BY GUARANTEE
NOTES TO THE FINANCIAL STATEMENTS
FOR YEAR ENDED 31 DECEMBER 2022

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

	2022	2021
	€	€
Trade creditors	146,343	85,488
PAYE control account	48,490	49,118
Other creditors	870	587
Deferred income (see note below)	197,683	183,959
Accruals	89,521	78,901
	<u>482,907</u>	<u>398,053</u>

Deferred income

	Deferred Income 31 Dec 2021	Amount taken to income in 2022	Cash received in 2022	Deferred Income 31 Dec 2022
	€	€	€	€
Tusla	52,000	881,302	874,011	44,709
Department of Justice	13,200	231,722	296,968	78,446
HSE – National Women & Infants Health Programme	-	7,608	45,636	38,028
KKR Grant	30,463	30,463	-	-
Christmas Direct Mail Appeal	42,797	42,797	-	-
CFI – CITI Fund	6,187	3,475	-	2,712
Goldman Sachs Gives	32,639	57,024	36,181	11,796
SMBC Aviation	1,457	903	-	554
Digital Fundraising – Swim January 2023	-	-	1,302	1,302
An Post	5,216	5,216	-	-
Other Funders	-	9,864	30,000	20,136
	<u>183,959</u>	<u>1,270,374</u>	<u>1,284,098</u>	<u>197,683</u>

WOMENS AID COMPANY LIMITED BY GUARANTEE
NOTES TO THE FINANCIAL STATEMENTS
FOR YEAR ENDED 31 DECEMBER 2022

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

	2022	2021
	€	€
Surplus for the financial year	1,145,254	329,794
Depreciation on tangible assets	30,549	28,322
(Increase)/ Decrease in debtors	(162,590)	49,696
Increase in creditors due within one year	84,854	41,364
	<hr/>	<hr/>
Net cash inflow from operating activities	1,098,067	449,176
	<hr/> <hr/>	<hr/> <hr/>

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

There were no post reporting date events which require disclosure.

17. **Unrestricted Funds – Designated**

	1 Jan 2022	Income	Expenditure	Transfers	31 Dec 2022
€	€	€	€	in/out	€
Designated Funds	1,772,388	-	-	382,898	2,155,286
New HR System	10,500	-	-	-	10,500
Maintenance Women's Aid Head Office and Charity Shop	40,000	-	(18,359)	23,359	45,000
Strategic Planning	-	-	-	10,000	10,000
National Emergency Fund for Women and Children 2023	-	-	-	310,000	310,000
Website	8,897	-	-	-	8,897
Women's Legal, Security and Emergency Fund 2023 & 2024	107,000	-	(107,000)	330,000	330,000
Maternity Outreach Project 2023 and 2024	318,500	-	(91,287)	101,194	328,407
Too Into You Project Costs 2023 and 2024	173,077	-	(86,272)	104,004	190,809
Survivor Empowerment Project (1 year project)	124,724	-	-	-	124,724
Research – "Custody and Access / Irish Family Law system"	125,000	-	-	(25,000)	100,000
Research – "Disabled Women and IPV"	-	-	-	42,000	42,000

WOMENS AID COMPANY LIMITED BY GUARANTEE
NOTES TO THE FINANCIAL STATEMENTS
FOR YEAR ENDED 31 DECEMBER 2022

17. **Unrestricted Funds – Designated (continued)**

Zero Tolerance Fund	-	-	-	121,000	121,000
Counselling Project - Services	-	-	-	50,000	50,000
Employer Engagement Project 2023 & 2024	148,000	-	(66,500)	51,500	133,000
E-Learning – Training & Development	-	-	-	30,200	30,200
Strategic Communications Consulting & Salary Costs 2023 & 2024	-	-	-	143,465	143,465
	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>
Total	2,828,086	-	(369,418)	1,674,620	4,133,288
	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>

Unrestricted Funds – Designated previous year

	1 Jan 2021	Income	Expenditure	Transfers in/out	31 Dec 2021
	€	€	€	€	€
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> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>
Total	2,611,974	-	(853,488)	1,069,600	2,828,086
	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>

WOMENS AID COMPANY LIMITED BY GUARANTEE
NOTES TO THE FINANCIAL STATEMENTS
FOR YEAR ENDED 31 DECEMBER 2022

18. **Restricted Funds**

	1 Jan 2022	Income	Expenditure	Transfers In/(out)	31 Dec 2022
	€	€	€	€	€
Restricted Funds	-	1,478,220	(1,434,028)	(3,192)	41,000
	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>

Restricted Funds previous year

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

19. **Unrestricted Funds - General**

	1 Jan 2022	Income	Expenditure /Transfer	31 Dec 2022
	€	€	€	€
Unrestricted funds	1,002,839	3,179,199	(3,380,148)	801,891
	<u> </u>	<u> </u>	<u> </u>	<u> </u>

Unrestricted Funds – General previous year

	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>

WOMENS AID COMPANY LIMITED BY GUARANTEE
NOTES TO THE FINANCIAL STATEMENTS
FOR YEAR ENDED 31 DECEMBER 2022

20. **Reconciliation of capital and reserves**

	2022	2021
	€	€
At the beginning of the year	3,830,925	3,501,131
Surplus for the year	1,145,254	329,794
	<u> </u>	<u> </u>
Closing reserves	4,976,179	3,830,925
	<u> </u>	<u> </u>

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

	At 01/01/2022	Cashflows	At 31/12/2022
	€	€	€
Cash	<u>3,467,268</u>	<u>1,088,449</u>	<u>4,555,717</u>

22. **Leases**

	2022
	€
Future minimum lease payments due on Dundrum Charity Shop:	
Within one year	25,000
In two to five years	43,750
	<u> </u>
	68,750
	<u> </u>

WOMENS AID COMPANY LIMITED BY GUARANTEE
NOTES TO THE FINANCIAL STATEMENTS
FOR YEAR ENDED 31 DECEMBER 2022

23. **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 and Restrictions	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 2023
1	Tusla	DSGBV Grant 1	Restricted for use for supporting women who have been affected by domestic violence	€874,011 Term: 1 January 2022 to 31 December 2022	€867,552 Capital grant? No	€6,459
2	Tusla	DSGBV Grant 2	Restricted for use to improve the technical infrastructure for the National Domestic Violence Helpline	€52,000 (Balance c/f 2021) Term: 1 January 2022 to 31 December 2022	€13,750 Capital grant? No	€38,250
3	Department of Justice	Victims of Crime Scheme 2	Restricted for use to provide information, support and assistance for victims of crime and court accompaniment for victims of crime	€213,200 Term: 1 January 2022 to 31 December 2022	€213,200 Capital grant? No	-
4	Department of Justice	Victims of Crime Scheme 1	Restricted for use to support the national roll out of the High Risk Support Programme	€96,968 Term: 1 July 2022 to 31 December 2022	€18,522 Capital grant? No	€78,446
5	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	€90,488 Term: 1 January 2022 to 31 December 2022	€90,488 Capital grant? No	-

WOMENS AID COMPANY LIMITED BY GUARANTEE
NOTES TO THE FINANCIAL STATEMENTS
FOR YEAR ENDED 31 DECEMBER 2022

23. **Grant disclosures (continued)**

			support the strategic communications department in the running of public awareness campaigns.			
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24. **Change in accounting policy**

In the current year, the charity have adopted the allocation of support costs accounting policy in line with best practice, The Charities Statement of Recommended Practice (SORP) and it has had an effect on the current period, prior period and it will be an accounting policy in place in future periods:

Financial Statement (SOFA)	2021 Old policy Historical	Adjustment	2021 New policy Restated	2022 New policy
€	€	€	€	€
Expenditure on Charitable Activities	2,934,243	(20,006)	2,914,237	2,883,157
Expenditure on Cost of Raising Funds	445,848	20,006	465,854	621,403

The effect of the adjustment above is a reclass of support costs previously included within Charitable Activities. There was no effect on the reserves of the Charity by implementing this accounting policy.

25. **Approval of financial statements**

The board of directors approved these financial statements and authorised them for issue on 17 May 2023.

WOMENS AID COMPANY LIMITED BY GUARANTEE
Management Information
Year ended 31 December 2022
(These pages do not form part of the statutory financial statements)

**WOMENS AID COMPANY LIMITED BY GUARANTEE
YEAR ENDED 31ST DECEMBER 2022
APPENDIX ONE- DETAILED FINANCIAL INFORMATION**

Tusla Income and Expenditure Analysis

	Tusla DSGBV Grant 1	Tusla DSGBV Grant 2	2022 Total
	€	€	€
Income			
Tusla DSGBV Grant 1	-	-	-
Tusla DSGBV Grant 2	-	<u>874,011</u>	<u>874,011</u>
Total Tusla income	-	874,011	874,011
Expenditure			
Staff Costs	-	836,762	836,762
Supervision	-	6,000	6,000
New National Domestic Violence Helpline integrated platform	13,750	-	13,750
General Office / IT	-	4,994	4,994
Insurance	-	9,000	9,000
Light and Heat	-	7,000	7,000
Audit	-	<u>3,796</u>	<u>3,796</u>
Total Tusla expenditure	<u>13,750</u>	<u>867,552</u>	<u>881,302</u>
Tusla Current Year End Surplus/(Deficit)	(13,750)	6,459	(7,291)
Opening Tusla balance	52,000	-	52,000
Total Closing Tusla balances	38,250	6,459	44,709

**WOMENS AID COMPANY LIMITED BY GUARANTEE
YEAR ENDED 31ST DECEMBER 2022
APPENDIX ONE- DETAILED FINANCIAL INFORMATION**

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

	Scheme to Support National Organisations	2022 Total
Income	€	€
Scheme to Support National Organisations	<u>90,488</u>	<u>90,488</u>
Total Pobal income	90,488	90,488
Expenditure		
Staff Costs	82,317	82,317
General Office / IT	990	990
Insurance	795	795
Telephone and Communications	295	295
Light and Heat	795	795
Audit and Payroll Costs	1,355	1,355
Printing and Stationery	745	745
Total Pobal expenditure	<u>87,292</u>	<u>87,292</u>
Pobal Current Year End Surplus/(Deficit)	3,196	3,196
Opening Pobal balance	(3,196)	-
Total Closing Pobal balances	-	-
In the SSNO Scheme 2019-2022, there was an overspend in years one and two of the grant.		

**WOMENS AID COMPANY LIMITED BY GUARANTEE
YEAR ENDED 31ST DECEMBER 2022
APPENDIX ONE- DETAILED FINANCIAL INFORMATION**

Department of Justice Income and Expenditure Analysis

	DOJ Victims of Crime Scheme 1	DOJ Victims of Crime Scheme 2	2022 Total
Income	€	€	€
Victims of Crime Scheme – Core Funding	-	200,000	200,000
Victims of Crime Scheme – High-Risk Support Project	96,968	-	96,968
Total Department of Justice income	96,968	200,000	296,968
Expenditure			
Staff Costs	17,168	191,400	208,568
General Office / IT	-	390	390
Telephone and Communications	445	2,365	2,810
Travel and Subsistence	909	1,548	2,457
Payments to Other Service Providers	-	4,297	4,297
New Services CRM system using the eSafe Programme	-	<u>13,200</u>	<u>13,200</u>
Total Department of Justice expenditure	<u>18,522</u>	<u>213,200</u>	<u>231,722</u>
Department of Justice Current Year End Surplus/(Deficit)	78,446	(13,200)	65,246
Opening Department of Justice balance	-	13,200	13,200
Total Closing Department of Justice balances	78,446	-	78,446