

# 2025 Annual Impact Report

Women's  Aid



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Women's  Aid



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Section 1

# Welcome and context



# Chairperson's Welcome



It is a privilege to welcome you to the Women's Aid Annual Impact Report for 2025, the first year of our new Strategic Plan 2025–2029. This strategy sets out a clear and ambitious vision of an equal Ireland with zero tolerance for domestic violence and abuse. As we reflect on last year, this report highlights both the significant progress made and the stark realities that continue to shape the lives of women and children across Ireland.

In 2025, Women's Aid responded to **37,790 contacts and 62,275 disclosures of abuse**, the highest levels recorded to date. These figures are deeply concerning. They reflect the scale, persistence, and complexity of domestic violence in our society today. They also serve as a powerful reminder that behind every number is a person seeking safety, dignity, and support. At the same time, these figures speak to the trust placed in Women's Aid and the vital role the organisation continues to play as a national service and an advocate for change.

Domestic violence is not confined to any one group or community. It cuts across all parts of Irish society and continues to be rooted in inequality, harmful gender norms, and systemic barriers. While there have been important advances in awareness, legislation, and public discourse over recent decades, this report makes clear that much work remains to be done to ensure that all women and children can live free from fear and violence.

Throughout 2025, Women's Aid continued to strengthen its contribution across multiple areas: frontline services, national advocacy, research, training, and public engagement. This integrated approach remains central to the organisation's impact. As a Board, we recognise that addressing domestic violence requires both immediate, specialist support for those being subjected to abuse, and sustained, long-term

efforts to transform the systems and societal conditions in which such abuse occurs.

A significant milestone during the year was the launch of the Women's Aid Centre for Learning and Practice Development. This important initiative reflects a deep understanding that achieving meaningful change requires not only services, but also strong, consistent, and informed responses across all sectors. By promoting trauma-informed and survivor-centred practice, the Centre will play a critical role in strengthening the national response to domestic violence and abuse.

The organisation's advocacy and research work also continued to influence public policy and national debate. Notably, the growing recognition of domestic violence as a contributing factor to women's homelessness represents an important step forward and reflects years of sustained effort. Such developments demonstrate the importance of evidence-based advocacy and the role of Women's Aid in shaping more coordinated and effective responses at national level.

Public awareness and prevention remain essential to achieving long-term change. Through campaigns, partnerships, and education initiatives, Women's Aid reached wide audiences in 2025, including younger people who are key to building a future based on respect, equality, and healthy relationships. At the same time, the work of Femicide Watch reminds us of the most devastating consequences of domestic violence. The deaths of seven women in Ireland in 2025 underscores the urgency of continued action and collective responsibility.

As Chairperson, I am acutely aware of the importance of trust; trust from the women who turn to Women's Aid, from our funders and supporters, and the public. Upholding this trust requires the highest standards of governance, transparency, and accountability. I am proud that Women's Aid continues to meet these standards and that our 2024 Annual Impact Report was recognised with a Good Governance Award in 2025. This achievement reflects the strength of the organisation's leadership, systems, and values.

On behalf of the Board, I would like to extend my sincere thanks to our CEO, employees, and volunteers for their extraordinary commitment and professionalism. Their work, often carried out in challenging and emotionally demanding circumstances, is the foundation of everything Women's Aid achieves. I would also like to thank my fellow Board members for their stewardship and oversight.

We are deeply grateful to our statutory funders, including Cuan and the Department of Rural and Community Development (via Pobal), as well as to our many donors and supporters. Your continued investment and trust enable Women's Aid to deliver essential services and to advocate for systemic change.

While this report highlights important achievements, it also reinforces the scale of the challenge ahead. Demand continues to increase, and the structural drivers of domestic violence remain deeply embedded. Addressing these realities requires sustained commitment, partnership, and leadership across all sectors of society.

Women's Aid will continue to work with determination alongside survivors, partners, and communities to challenge inequality, influence change, and build a society where all women and children can live free from violence and fear.

We invite you to continue this journey with us.

Ailbhe Smyth  
**Chairperson**  
June 2026



Mari McCaffery,  
Financial Controller  
(fifth from left)  
receiving the Good  
Governance Award  
for Women's Aid,  
November 2025.

# CEO's Introduction



As we reflect on 2025, the first year of our Strategic Plan 2025–2029, this Annual Impact Report provides a powerful insight into both the scale of domestic violence and abuse in Ireland and the intensity of the response required to meet that reality.

The level of demand for Women's Aid services during 2025 remained both unprecedented and deeply concerning. Behind every contact and disclosure is a woman or child navigating fear, coercion, and harm, often within situations of profound complexity. Abuse continues to manifest across emotional, physical, sexual, and economic dimensions, frequently compounded by housing insecurity, financial strain, and systemic barriers within the justice system.

In response to this environment, Women's Aid worked intensively throughout the year to deliver, sustain, and strengthen our frontline services. Our 24-hour National Freephone Helpline remained a critical point of access, providing immediate, confidential support to women across the country. Alongside this, our Instant Messaging Support Service continued to grow, ensuring that women who cannot safely make a phone call are still able to reach us.

Our face-to-face services in Dublin provided essential supports including one-to-one engagement, advocacy, safety planning, and court accompaniment. These services are often the cornerstone of a woman's journey to safety, offering consistent, holistic support during some of the most difficult periods in her life.

Our specialist programmes continued to respond to high-risk and complex situations. The High-Risk Support Project, delivered in collaboration with An Garda Síochána and other partners, continued its national rollout, providing coordinated, multi-agency responses for women at risk of serious harm. The Maternity Outreach Service supported

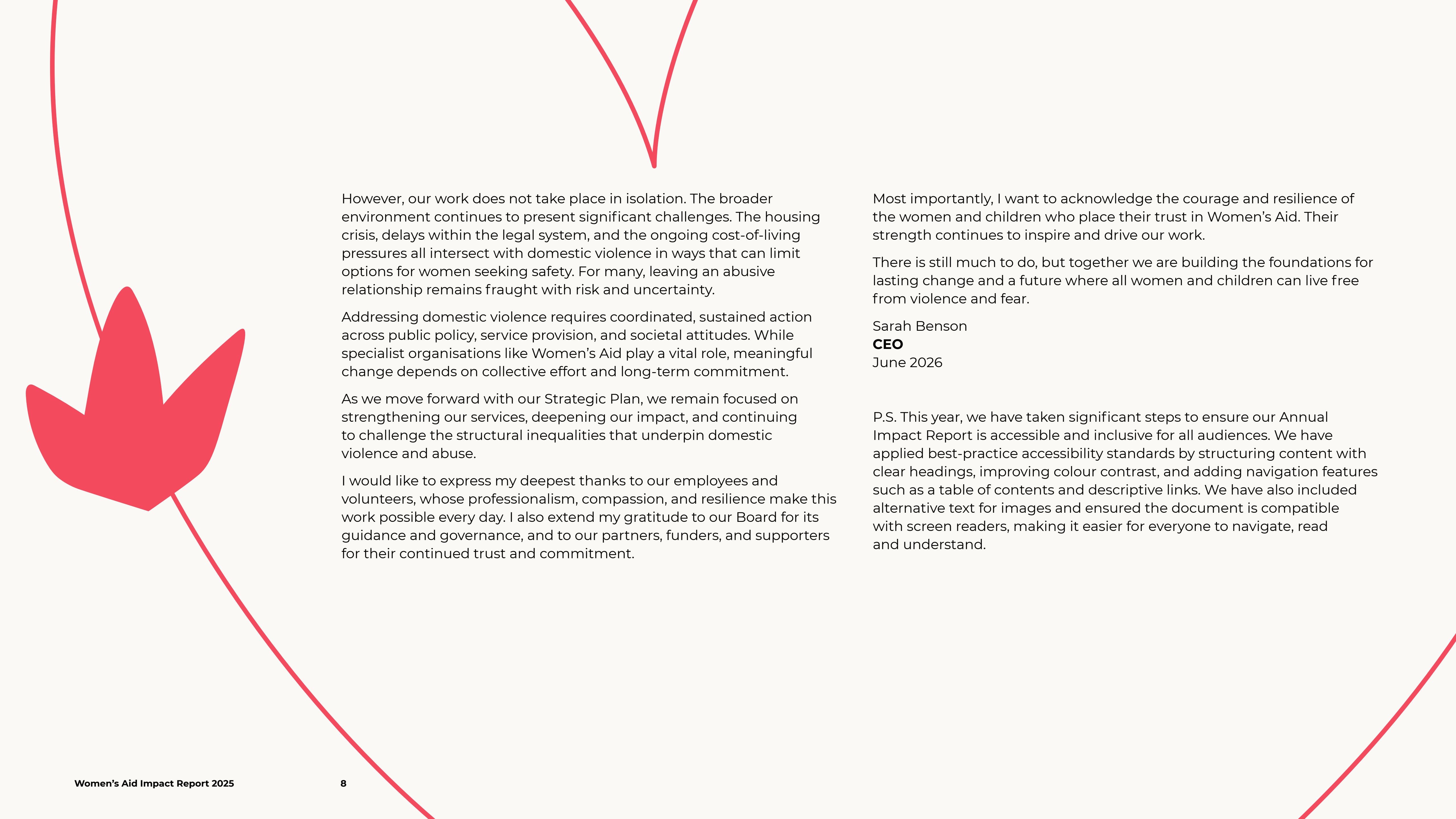
women during pregnancy and the post-partum period, times when the risks associated with domestic abuse can be significantly heightened.

A key element of our response in 2025 was ensuring access to practical, immediate support. Through our Internal Emergency Fund, over €86,000 was distributed directly to women and children. While these supports may appear modest in scale, they are often critical in enabling women to take decisive steps towards safety, whether securing food, addressing urgent legal costs, or putting in place basic safety measures.

Beyond frontline services, 2025 was also a year of important innovation. The establishment of the Women's Aid Centre for Learning and Practice Development marks a significant step towards strengthening responses to domestic violence across Ireland. This initiative reflects our long-standing recognition that effective responses require not only compassion, but also expertise, consistency, and a shared understanding across sectors.

Our advocacy and research work continued to influence policy and national debate. Our research into the family law system brought renewed focus to the lived experiences of victim-survivors navigating complex legal processes, highlighting areas where reform is urgently needed. We also saw progress in the recognition of domestic violence as a driver of homelessness, an issue that Women's Aid has consistently highlighted over many years.

Public awareness and prevention remained central to our work. Through campaigns such as Too Into You, we continued to engage young people in understanding healthy relationships and recognising the warning signs of abuse. These efforts are essential in addressing the root causes of domestic violence and in building a culture of respect and equality.



However, our work does not take place in isolation. The broader environment continues to present significant challenges. The housing crisis, delays within the legal system, and the ongoing cost-of-living pressures all intersect with domestic violence in ways that can limit options for women seeking safety. For many, leaving an abusive relationship remains fraught with risk and uncertainty.

Addressing domestic violence requires coordinated, sustained action across public policy, service provision, and societal attitudes. While specialist organisations like Women's Aid play a vital role, meaningful change depends on collective effort and long-term commitment.

As we move forward with our Strategic Plan, we remain focused on strengthening our services, deepening our impact, and continuing to challenge the structural inequalities that underpin domestic violence and abuse.

I would like to express my deepest thanks to our employees and volunteers, whose professionalism, compassion, and resilience make this work possible every day. I also extend my gratitude to our Board for its guidance and governance, and to our partners, funders, and supporters for their continued trust and commitment.

Most importantly, I want to acknowledge the courage and resilience of the women and children who place their trust in Women's Aid. Their strength continues to inspire and drive our work.

There is still much to do, but together we are building the foundations for lasting change and a future where all women and children can live free from violence and fear.

Sarah Benson

**CEO**

June 2026

P.S. This year, we have taken significant steps to ensure our Annual Impact Report is accessible and inclusive for all audiences. We have applied best-practice accessibility standards by structuring content with clear headings, improving colour contrast, and adding navigation features such as a table of contents and descriptive links. We have also included alternative text for images and ensured the document is compatible with screen readers, making it easier for everyone to navigate, read and understand.

# Catherine's Story



**“I can say truthfully – I wouldn't be where I am today without them.”**

“I'm making our bed. He's standing over me. I'm terrified, and I don't know why I should be. It feels completely ridiculous but also somehow very normal. I straighten the duvet on one side, a perfect line. He explodes. It's an inch too far over the edge.

I wake up on the bedroom floor, my head pounding, blood on the carpet. He's holding me, crying. He's pleading – why did I provoke him? I hear myself saying I'm sorry.

That's just one of many soul-destroying abuses – mental and physical – that happened over those two-and-a-half years of hell.

Even as I describe these things to you now, it's as if I'm watching someone else's life. How did it get that extreme?

Prior to this, I was a confident, bright, successful businesswoman based in a large rural town. I started my own successful retail outlet at 27. Within months of meeting Stephen, I was a broken person. That's what perpetrators do. They destroy your self-worth. They normalise terror and control. They isolate you from anybody who might make you see how violated your existence has become.

In some ways, it's not surprising that I found myself on a pathway of horror. Because I'm 1 in 3.

When I made contact with Women's Aid, everything changed. They were so calm, warm, and understanding. They listened. They believed me. They didn't lead me. For the first time in ages, I felt I was in charge of my own story.

My Women's Aid support worker was so helpful in very caring and supportive ways. She'd ring me regularly to check in. Women's Aid provided practical guidance. Help with sorting out my housing situation. They helped me make my home more secure. Whatever I needed. When I needed it. I can say truthfully – I wouldn't be where I am today without them.”

— Catherine\*, a survivor of domestic abuse, on the life-changing support she received from Women's Aid.

*\*Name and some details changed to protect identity and safety.*

# Impact-At-A-Glance

## Key Figures 2025

**37,790**

Contacts with  
Women's Aid

**28,179**

National Freephone  
Helpline and online  
support

**5,031**

Total Helpline and  
Instant Messaging  
Support Service talk time

**382,573**

Total website visits

**62,275**

Disclosures of abuse

**9,611**

Contacts with  
Face-to-Face  
Support Services

**1,543**

Women supported by  
Women's Aid One-to-One  
Support Services

**2,977**

Media coverage  
items

**1,680**

People reached through  
training and awareness  
activity

**2,181.50**

Volunteer hours  
(National Helpline,  
Dundrum Charity Shop  
and Too Into You project)

# Domestic Abuse in Ireland 2025

Domestic violence and abuse remain a pervasive and deeply gendered issue in Ireland, affecting women and children across all ages, communities, and backgrounds. It is not confined to the private sphere of the home but is shaped and sustained by wider inequalities and systemic failures that continue to limit women's safety, choices, and access to justice.

In 2025, Women's Aid continued to hear the realities of this abuse through disclosures to its services, national research, and the ongoing loss of women's lives to violence.

## What Women's Aid heard in 2025

During 2025, Women's Aid heard over 62,000 disclosures of domestic violence and abuse against women and children, from those accessing the National Freephone Helpline and face-to-face services.

Each disclosure represents an incident of harm perpetrated against a woman or child by someone they should be able to trust.

Disclosures reflected:

- Coercive control and patterns of ongoing intimidation
- Physical and sexual violence
- Economic abuse and financial dependency
- Abuse continuing after separation
- Fear relating to children's safety

Women's experiences consistently demonstrate how abuse is not defined by isolated incidents, but by sustained patterns of control and harm.

## Femicide and loss of life

Seven women died violently in Ireland in 2025, as recorded by Women's Aid Femicide Watch.

Women's Aid tracks femicide to:

- Make visible the reality of such violence
- Identify patterns and risk factors
- Inform prevention, protection, and accountability

These deaths underscore that domestic violence and abuse can be fatal, and that risk can be known long before a woman is killed.

## Systemic realities facing women

Research and frontline experience in 2025 continued to reveal serious systemic barriers to safety for women subjected to domestic abuse:

### Housing insecurity

The ongoing housing crisis continues to restrict women's ability to leave abusive situations, delaying safety and increasing risk for women and children.

### Family law and justice

Women's Aid research highlights ongoing failures within the family law system, including lengthy delays, re-traumatisation of victim-survivors, and unsafe outcomes in custody and access proceedings.

### Addressing the Harms of Pornography

Women's Aid continued to work with a wide range of civil society organisations and statutory agencies to examine how society can reduce and prevent the harmful impacts of pornography on gender equality, healthy sexual development, and online safety.

### Perpetrator accountability

Despite legislative reforms, consistent perpetrator accountability remains limited. Women continue to report ongoing abuse, intimidation, and fear even after separation.

Domestic violence and abuse are not inevitable. It is rooted in inequality and sustained by systems that fail to respond early, effectively, or consistently.

The context outlined here shaped Women's Aid's work in 2025, from frontline support to training, research, and advocacy, and underlines the urgent need for prevention, protection, and systemic change.

Section 2

# About Women's Aid



## Our Vision

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

## Our Purpose

Women's Aid is a national feminist organisation working to prevent and address the impact of domestic violence and abuse, including coercive control, since 1974.

## We do this by:

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

*and*

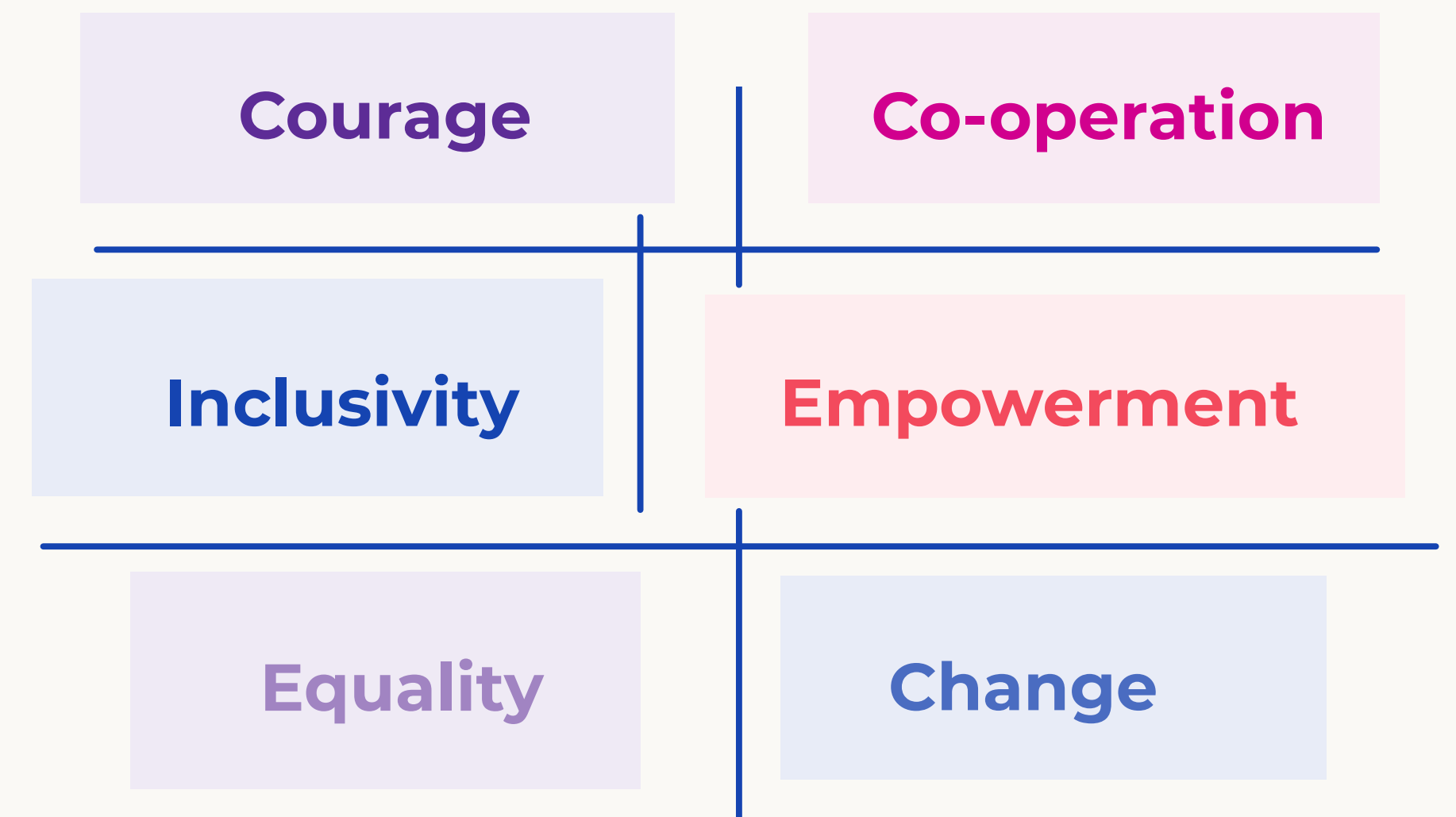
providing high-quality, specialised, integrated support services.

# Our Values

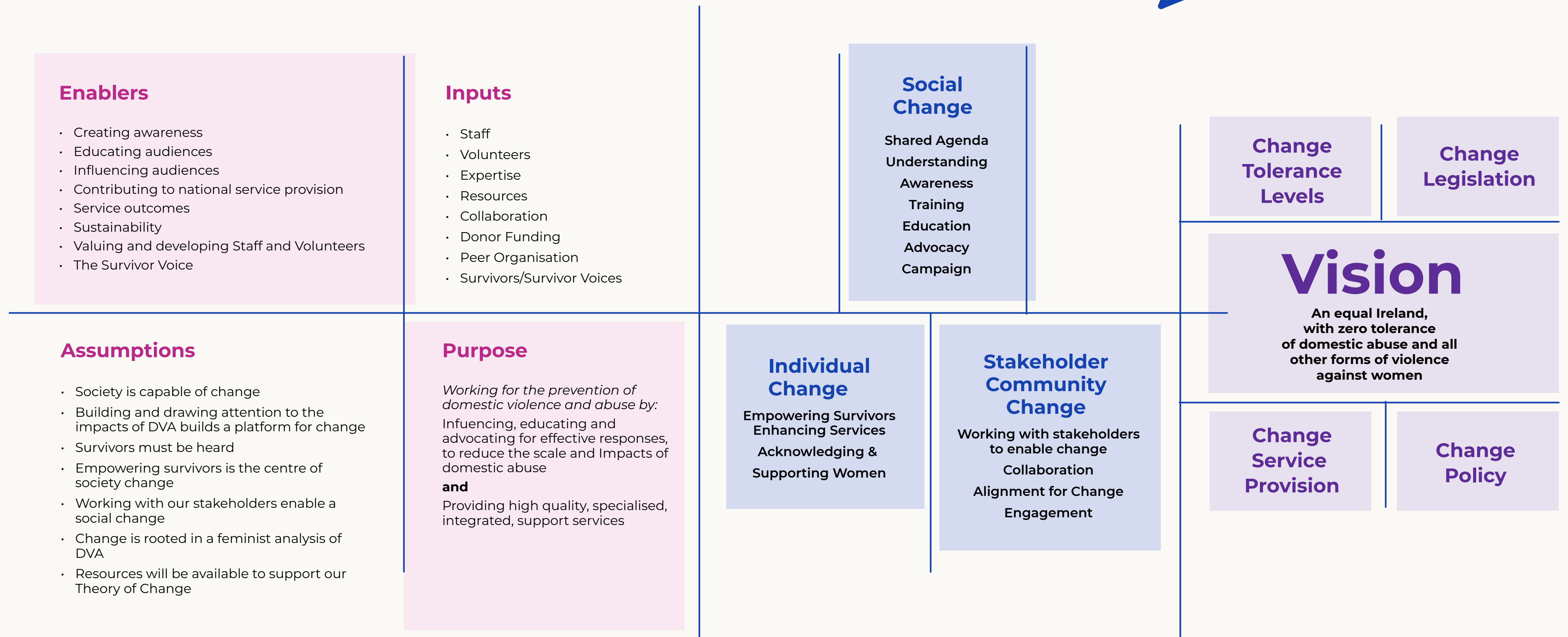
Our organisational values of **Courage, Co-Operation, Inclusivity, Empowerment, Equality, and Change** express the ideals and beliefs that sustain and guide us in every aspect of our work.

To achieve our vision of zero tolerance of domestic violence and abuse and all forms of violence against women, Women's Aid:

- Acts with **courage** to boldly challenge patriarchal systems, structures and attitudes in all aspects of our work
- Works in **co-operation** to share knowledge, skills and expertise to achieve shared goals and improve responses to domestic violence and abuse
- Strives to embed **inclusivity**, diversity and accessibility across all our work
- Supports the **empowerment** of women to exercise agency on their own behalf as a right, whatever their circumstances
- Believes that achieving **equality** in status, rights and opportunities for all women is essential to address the causes and consequences of domestic violence and abuse
- Works to achieve positive **change** for everyone through a combination of individual, community based and social action



# Theory of Change



# What we do

Women's Aid is a national, feminist organisation working to prevent and address the impact of domestic violence and abuse, including coercive control, since 1974. We have five clear areas of focus, based on our Theory of Change, which creates the structure for us to end violence against women in Ireland.

## 1. Promoting healthy relationships

Violence against women is not inevitable. All forms of violence against women are preventable. By preventing abuse and focusing on supporting people to understand and live healthy relationships for everybody, we can build a different world.

## 2. Strategic research

Everything we do is underpinned by fundamental, evidence-based research. Through strategic research and quality data collection, we quantify and measure our impact. Research impact is real change in the real world.

## 3. Frontline services

Women's Aid was set up in 1974 to provide a response for women and children who faced devastating abuse with no support and no laws to protect them. We continue to develop and evolve our life-preserving

frontline services to meet the growing needs of women and children across Ireland, including: the National Freephone Helpline, High-Risk Support Project, and a range of specialist Dublin-based outreach and court support services.

## 4. Specialist training and policy support

Knowing how to respond appropriately can make a significant difference to reducing the isolation and risks to women and children living with the dangers of domestic abuse. Through specialist training, we aim to inform people who may contribute to enhancing the safety of women. We offer training nationally to stakeholders from key sectors, including Health, Legal and Law Enforcement, Employment, Children and Young People, and Community and Voluntary.

## 5. Whole community activation

Creating long-lasting change for women and children who face violence means to create fundamental change across society and how we, the people of Ireland, think about domestic violence and abuse. We contribute to this through a combination of public awareness activities, campaigns, and advocacy work to influence and improve national policy and legislation.

# Strategic Priorities 2025–2029

## Strategic Priority 1

### Creating Social Equality

Delivering a coordinated, inclusive and coherent programme of work comprising: direct services, training, advocacy, and educating through awareness-raising work that is focused on prevention, support, and driving positive social change.

1. Developing and delivering Women's Aid specialist frontline services.
2. Applying an intersectional lens to all aspects of our work.
3. Educating through raising public awareness of all forms, causes, and consequences of domestic violence and abuse.
4. Building on Women's Aid advocacy, research, expertise, and reputation to inform key decision-makers and to contribute to the national dialogue on action to prevent and combat domestic violence and abuse.
5. Developing and enhancing the range of training solutions aimed at strengthening responses of frontline professionals and other key stakeholders to domestic violence and abuse.

## Strategic Priority 2

### Building and Nurturing Effective Partnerships

To continue developing and strengthening cross sector partnerships and strategic relationships; enabling Women's Aid to cooperate and effectively contribute to political, social and other forums responding to violence against women in Ireland.

1. Working with authorities, agencies, and community and voluntary organisations, as a trusted partner, to inform the national and international agenda on Domestic, Sexual and Gender-Based Violence and influence positive change in ways that prioritise the interests of all women.
2. Continuing to develop partnerships to increase awareness, understanding and to combat the harms of pornography.
3. Establishing clear structures and systems to better harness and activate the wisdom and insights of those with lived experience of domestic violence and abuse.

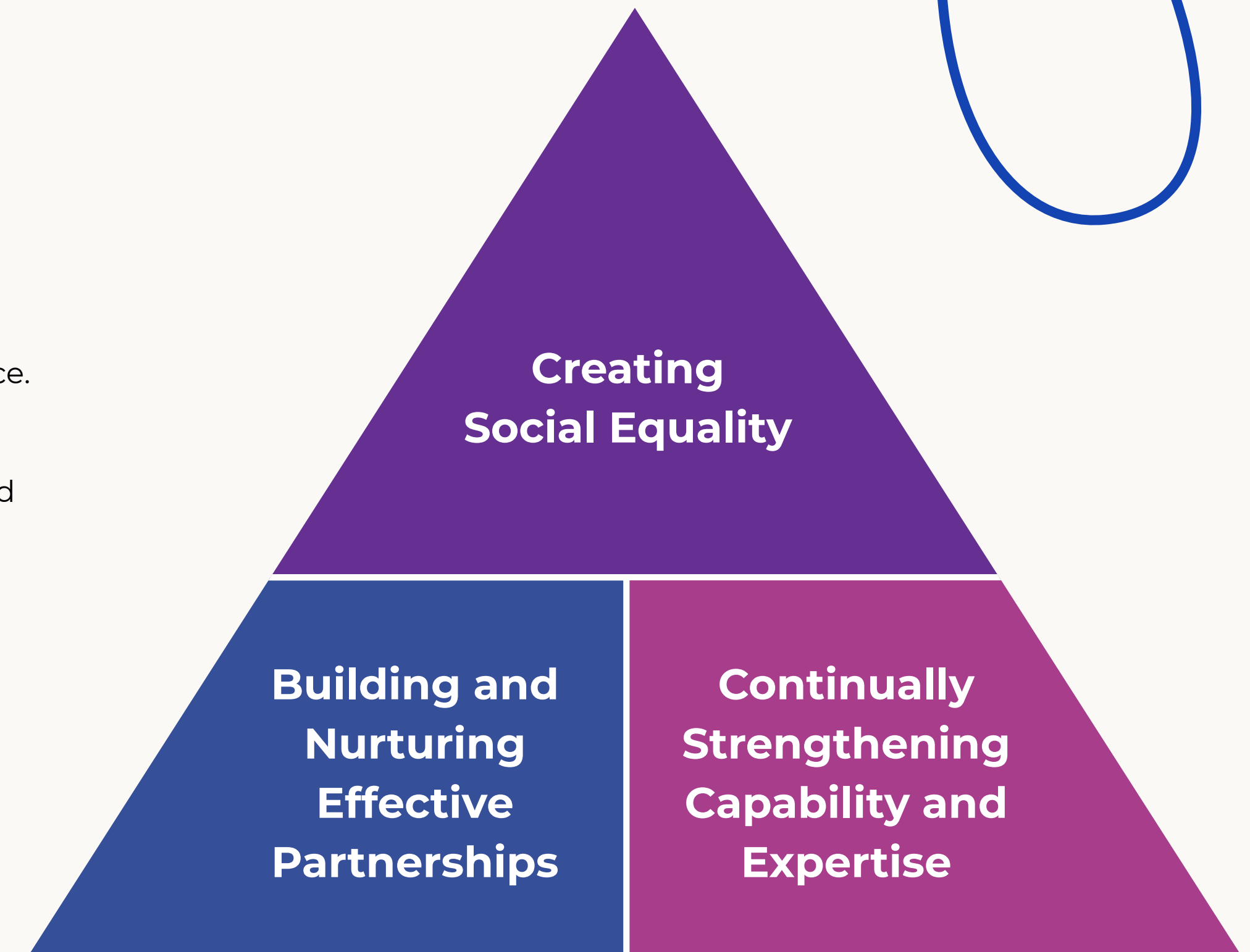
## Strategic Priority 3

### Continually Strengthening Capability and Expertise

Support the work of the organisation by ensuring that the information, resources, systems, and structures required are in place.

1. Strengthening our economic resilience and capacity.
2. Ensuring the organisation has the capacity to meet its business and operational compliance requirements.
3. Ensuring our work is continually data driven and supported.
4. Aligning our people, our values and our culture.
5. Building and supporting volunteer engagement.
6. Ensuring excellence in compliance and governance.
7. Aligning Women's Aid with Environmental, Sustainability and Governance principles.

[Women's Aid Strategy and Goals to End Domestic Abuse](#)



# Operating Environment and Challenges

## Operating environment in 2025

In 2025, Women's Aid operated in a complex and demanding environment characterised by sustained service demand, legislative reform in progress, and persistent structural barriers affecting women's access to safety and justice.

While progress has been made in recognising domestic violence and abuse nationally, the lived experiences of women continue to reveal significant gaps between policy commitments and protection in practice.

## Key challenges impacting women

### Demand outpacing available capacity

Demand for specialist domestic violence services continued to rise in 2025, with increasing complexity and risk reflected across services nationally.

### Housing crisis

The lack of safe, affordable housing remains one of the most significant barriers preventing women from leaving abusive situations and rebuilding their lives.

### Family law system pressures

Lengthy delays, inconsistent outcomes, and adversarial processes continue to re-traumatise victim survivors and can expose women and children to further risk.

### Enforcement and accountability gaps

Gaps in enforcement and follow-through continue to undermine the effectiveness of existing legislation, particularly in post-separation abuse cases.

### System coordination

Fragmented responses across housing, justice, health, and child protection systems continue to place additional burden on women navigating safety.

## Looking ahead

These challenges framed Women's Aid's strategic priorities in 2025 and beyond, reinforcing the need for:

- Sustained investment in specialist services
- Prevention and early intervention
- Trauma-informed systems
- Consistent perpetrator accountability
- Coordinated, survivor-centred responses

# Plans for 2026 and Beyond

## 2026 and Beyond

Building on the first year of delivery under our Strategic Plan 2025–2029, 2026 will focus on strengthening national reach, deepening specialist responses, and embedding learning and survivor insight across our systems.

Women's Aid will continue to deliver vital frontline services while steadily expanding access, responsiveness, and capability in line with our vision for an Ireland with zero tolerance of domestic violence and abuse.



Women's Aid Strategic Plan 2025-2029

### Expanding Accessible Support

The 24-Hour National Freephone Helpline will remain a cornerstone of Women's Aid support in 2026, providing confidential, specialist assistance to women across Ireland. Alongside phone support, we will continue to expand the Instant Messaging Support Service (IMSS), with the objective of progressing towards 24/7 digital support to mirror our helpline availability. This will ensure women can access help safely, silently, and in ways that suit their circumstances.

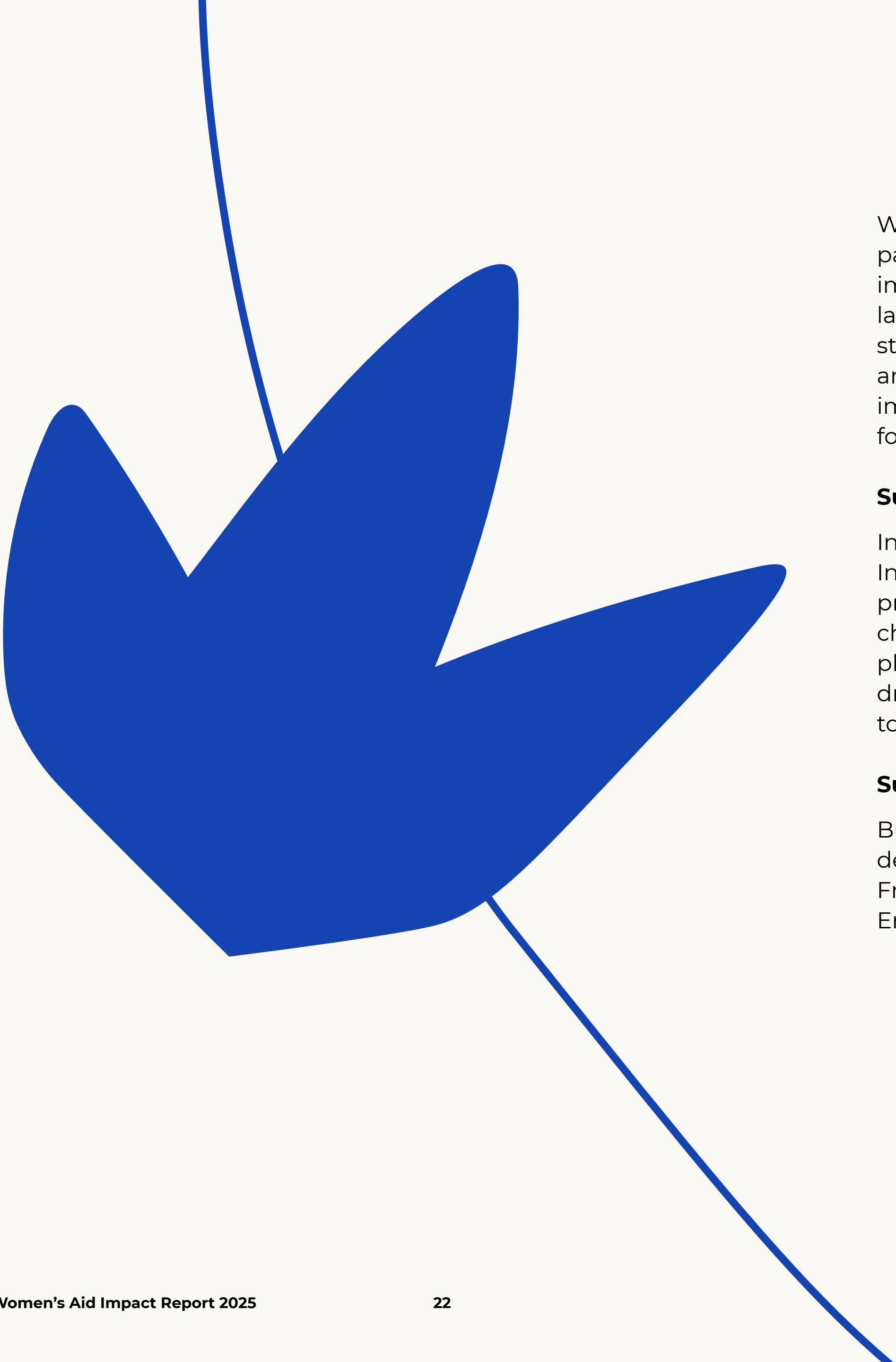
Women's Aid will also continue to deliver specialist Outreach and Court Accompaniment services, including our Maternity Outreach Programme in partnership with Dublin maternity hospitals, and the full-time Domestic Abuse Information and Support Service (DAIS) in Ireland's busiest family law courts.

Through grant support from Cuan, the High-Risk Support Project (HRSP), delivered in partnership with An Garda Síochána, will continue its national rollout, with the aim of achieving full coverage across all Garda regions by the end of 2026.

### Strengthening Learning, Prevention, and Systems Change

Following its launch in 2025, the Centre for Learning and Practice Development (CLPD) will move into its next phase of delivery in 2026.

This will include the expansion of specialist, trauma-informed training for professionals across health, justice, community, voluntary, and workplace settings, alongside further development of digital and blended learning pathways.



Women's Aid will continue to collaborate with partners to influence legislative reform and policy implementation, with a particular focus on family law, housing, coercive control, stalking, and non-fatal strangulation. Research findings published in 2024 and 2025 will continue to inform advocacy aimed at improving safety, accountability, and access to justice for victim-survivors.

### **Supporting Safety, Recovery and Dignity**

In 2026, Women's Aid will once again offer both Internal and External Emergency and Security Funds, providing practical, immediate support to women and children accessing services nationally. These funds play a critical role in enhancing safety, reducing crisis-driven hardship, and supporting women to take steps towards independence and recovery.

### **Survivor Voice and Participation**

Building on earlier groundwork, 2026 will see the development of a strengthened Survivor Engagement Framework, with planning for an innovative Survivor Empowerment Project.

This work will support survivors who wish to contribute to social change, ensuring lived experience continues to shape prevention, practice, policy, and public understanding.

### **Preventing Abuse and Supporting Young People**

The Too Into You Project will enter the second year of delivery under its five-year strategy, continuing to promote healthy relationships and provide accessible support for young people aged 18–25.

Work in 2026 will focus on expanding reach, strengthening diverse representation, and building sustainable impact through education, digital engagement, and youth-led participation.

### **Looking Forward**

As Women's Aid moves into 2026, we do so with a clear strategic framework, a strong evidence base, and a continued commitment to delivering lifesaving services while driving long-term social change.

Our focus remains constant: ensuring women and children are safe today, while working collaboratively towards a future where domestic violence and abuse are no longer tolerated.

Section 3

# Activities & Impact 2025



## Four Year Comparative Statistics for the National Freephone Helpline and Face-to-Face Support Services

	2025	2024	2023	2022
<b>Contacts with Women's Aid</b>	<b>37,790</b>	<b>33,890</b>	<b>30,337</b>	<b>30,584</b>
24hr National Freephone Helpline (calls, IMs, emails)	28,179	24,396	20,891	23,566
Face-to-Face Support Services	9,611	9,494	9,446	7,018
<b>Talk Time Hours (National Freephone Helpline)</b>	<b>5,031</b>	<b>4,567</b>	<b>4,112</b>	<b>3,940</b>
<b>Disclosures of domestic abuse total</b>	<b>62,275</b>	<b>46,765</b>	<b>40,048</b>	<b>33,990</b>
<b>Against Women total</b>	<b>57,520</b>	<b>41,432</b>	<b>35,570</b>	<b>28,578</b>
Emotional	38,528	25,441	21,974	20,851
Physical	10,825	9,590	7,851	4,509
Economic	5,147	4,522	4,297	2,290
Sexual	3,020	1,879	1,448	928
<b>Against Children total</b>	<b>4,755</b>	<b>5,333</b>	<b>4,478</b>	<b>5,412</b>
Emotional	4,189	5,109	4,253	5,006
Physical	261	142	167	315
Economic	247			
Sexual	58	82	58	91
<b>Referrals/Information/Advocacy</b>	<b>24,652</b>	<b>31,323</b>	<b>23,329</b>	<b>18,667</b>

## Responding to Growing and Deepening Need

Over the past four years, Women’s Aid has experienced a sustained and accelerating increase in demand for specialist domestic violence services. This growth reflects both rising levels of violence and abuse against women and the role of Women’s Aid as the national gateway to support.

In 2025, Women’s Aid responded to 37,790 contacts, representing the highest demand in the organisation’s history and a continuation of an upward trend since 2022.

## Total Contacts with Women’s Aid Services

	2025	2024	2023	2022
Total contacts	37,790	33,890	30,337	30,584

These figures illustrate not only increased contact volumes but growing service complexity, with women increasingly requiring longer-term, intensive engagement across multiple systems including courts, housing, policing, and health.

Alongside this growth, Women’s Aid supported a large number of women engaging with services for the first time, demonstrating the ongoing need for accessible, trusted pathways into specialist support.

## 2025 Summary

**37,790**

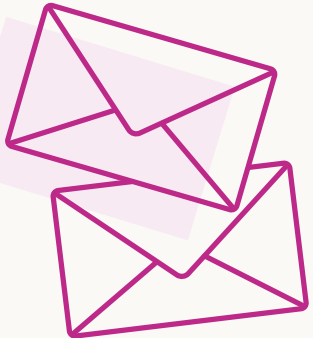
Contacts with Women’s Aid



**28,179**

Contacts with the 24hr National Freephone Helpline

*(including calls, instant messages, and emails)*



**5,031**

Hours of National Helpline Talk Time

**24,652**

Referrals, Provision of Information and/or Advocacy by Helpline and Regional Services Support Workers

**9,611**

Contacts with Face-to-Face Support Services

*(including one-to-one support, court accompaniments, drop-in visits, HRSP, maternity outreach support sessions)*

# Disclosures of Abuse

## Domestic abuse against women

Domestic abuse against women remains widespread, persistent and deeply harmful. Women contacting Women’s Aid describe sustained patterns of coercive control, intimidation, threats and violence that impact every aspect of their lives, including their safety, health, housing, finances, relationships, and ability to live independently.

In 2025, Women’s Aid recorded the highest number of disclosures of abuse against women ever reported by the organisation. These disclosures were made across the National Freephone Helpline and Women’s Aid face-to-face support services and reflect both increased access to support and the enduring scale of domestic abuse experienced by women across Ireland.

Women rarely disclose a single form of abuse. Instead, they describe overlapping and cumulative experiences of harm, most commonly characterised by emotional abuse alongside physical, sexual, and economic abuse.

*\* Women’s Aid services are survivor informed, therefore disclosures to our services are based on what women choose to tell us during calls or meetings, rather than a process of systematic questioning. Therefore, these most likely represent an underreporting of tactics of abuse experienced.*

## Types of abuse disclosed

National Freephone Helpline and Support Services

Type of abuse	2025
Emotional abuse	38,528
Physical abuse	10,825
Economic abuse	5,147
Sexual abuse	3,020
<b>Total disclosures (women)</b>	<b>57,520</b>

These figures include:

<b>11,147</b> Disclosures of coercive control	<b>906</b> Disclosures of online and offline stalking	<b>512</b> Disclosures of non-fatal strangulation
<b>1,522</b> Disclosures of abuse during pregnancy or post-partum	<b>1,321</b> Threats by abuser to kill women, children, family members or to self-harm	<b>670</b> Disclosures of abusers threatening to have children taken from mothers
	<b>381</b> Disclosures of rape	

## Nature of abuse disclosed by women

Within these disclosures, women described a wide and intersecting range of abusive behaviours, including:

### Emotional abuse

- Persistent intimidation, threats, and humiliation
- Isolation from family, friends, and sources of support
- Monitoring of movements, communications, and daily activities
- Gaslighting and denial of abuse
- Jealousy, possessiveness, and accusations of infidelity

### Physical abuse

- Assaults such as pushing, hitting, kicking, and strangulation
- Use of objects or weapons to cause harm
- Escalation of violence during pregnancy or after separation

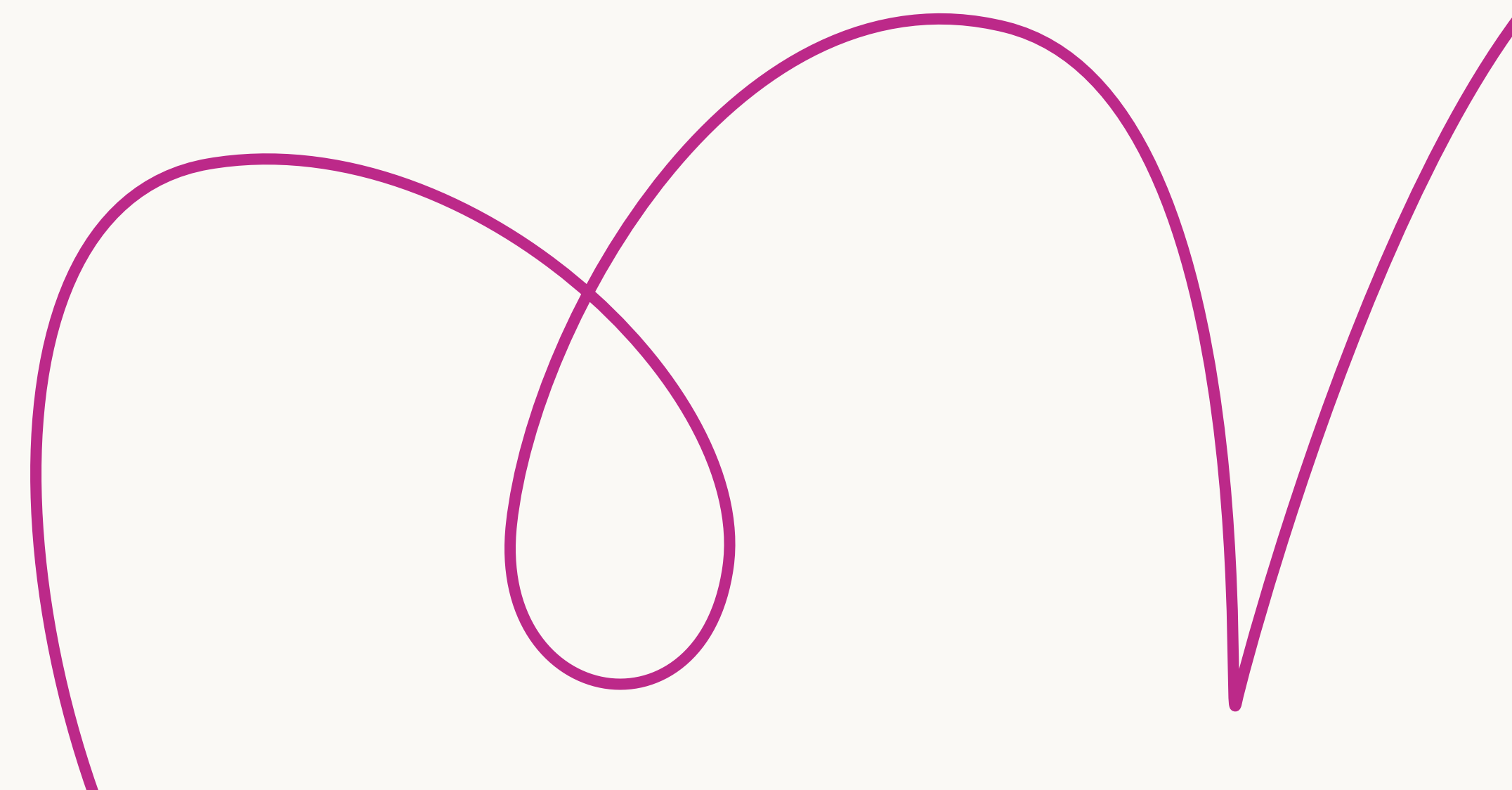
### Sexual abuse

- Rape and sexual assault
- Coerced or forced sexual activity
- Sexual degradation, intimidation, and threats
- Coerced into re-enacting scenes from pornography and being forced to consume pornography.

### Economic abuse

- Controlling access to money and household finances
- Preventing women from working or maintaining employment
- Creating debt in women's names or withholding child maintenance

These forms of abuse are frequently used together and sustained over time, reinforcing patterns of control and domination that place women at ongoing risk, particularly during separation and legal proceedings.



## Domestic abuse and children

Children are frequently present in households where domestic abuse occurs, and women contacting Women’s Aid often seek support out of concern for their children’s safety and wellbeing. Abuse against children may be direct, or it may occur through children witnessing violence, being used as tools of control, or living in environments shaped by fear, intimidation, and instability.

In many cases, children are harmed not only by acts of violence, but by ongoing exposure to coercive control, post-separation abuse and prolonged conflict. Women consistently describe the difficulty of protecting children in the context of unsafe access arrangements, ongoing legal proceedings and limited options for safety.

## Disclosures of abuse against children

National Freephone Helpline and Support Services

Type of abuse	2025
Emotional abuse	4,189
Physical abuse	261
Economic abuse	247
Sexual abuse	58
<b>Total disclosures (children)</b>	<b>4,755</b>

These disclosures were made alongside women’s own disclosures of abuse, illustrating how often domestic abuse affects children and adults simultaneously within the same household.

## Nature of abuse and harm experienced by children

Within these disclosures, women described a wide range of harmful experiences affecting children, including:

### Emotional abuse

- Children witnessing violence and abuse against their mother
- Living in constant fear, tension, and uncertainty within the home
- Being verbally abused, threatened, or blamed by the perpetrator
- Experiencing disrupted routines, sleep difficulties, and anxiety

### Physical abuse

- Children being directly assaulted or injured
- Children being harmed while the abuser was attacking their mother
- Use of physical force to intimidate or control children



### **Sexual abuse**

- Sexual assault or molestation of children
- Exposure to sexually inappropriate behaviour or material
- Economic and controlling abuse affecting children
- Lack of access to basic necessities due to economic abuse of the mother
- Use of child-related expenses, maintenance, or financial support as a coercive tactic
- Instability caused by housing insecurity or enforced dependence

### **Children and post-separation abuse**

Women frequently describe how abuse continues after separation and is redirected through children. This includes:

- Children being forced to attend unsafe access visits
- Use of access arrangements to monitor, threaten, or harass women
- Children being pressured, manipulated, or distressed before and after access visits
- Children refusing or expressing fear about contact with the abusive parent

These patterns highlight how domestic abuse does not necessarily end with separation, and how children can remain exposed to harm without robust, safety-focused systems, and responses.

# Impacts of Domestic Abuse

## Impacts on women

Domestic abuse affects women across every aspect of their lives, physically, mentally, emotionally, financially and psychologically. Women's Aid's evidence shows that these impacts are often long-lasting, interconnected, and intensified by coercive control, even after a woman leaves the abusive relationship.

### Physical health impacts

- Physical assaults resulting in injuries, sometimes involving weapons
- Serious injury requiring medical treatment or hospitalisation
- Assault during pregnancy, leading to miscarriage or risk to both woman and baby
- Longterm physical consequences due to repeated or severe violence

### Mental health impacts

- Anxiety and chronic fear
- Depression and feelings of hopelessness
- Trauma symptoms, including hypervigilance (constant alertness and fear)
- Suicidal ideation and thoughts of self-harm

### Emotional and psychological impacts

- Erosion of self-esteem due to constant put-downs and humiliation
- Loss of personal identity and sense of self

- Feeling powerless, trapped, and controlled
- Constant monitoring and surveillance leading to emotional exhaustion

### Social isolation

- Being cut off from friends and family
- Control over phone use, social contact, and movement
- Fear of disclosing abuse due to shame, threats, or lack of support

### Economic and financial impacts

- Complete control by the abuser over household finances
- Women being left without access to money, bank cards, or financial independence
- Resulting poverty and financial insecurity
- Difficulty leaving or recovering from abusive relationships due to lack of resources

### Housing insecurity and homelessness

- Being forced to flee their home to escape violence
- Becoming homeless or reliant on emergency or temporary accommodation
- Housing instability compounding trauma and recovery challenges

### Ongoing fear and post-separation impacts

- Continued abuse after separation, including harassment and threats
- Ongoing fear for their own safety and, where relevant, their children's safety
- Prolonged stress due to monitoring, coercive control, and legal or custody-related abuse

### Compounded impacts for women facing additional barriers

- Disabled women reporting greater difficulty coping with abuse and seeking help
- Migrant women facing additional isolation and barriers to safety
- Increased trauma due to limited access to supports

## Impact on children

Children can experience both short-term and long-term effects as a result of domestic violence. These can include:

- Feeling guilty, angry, insecure, and anxious
- Having difficulty sleeping and/or experiencing nightmares or flashbacks
- Bed-wetting
- Having a lowered sense of self-worth
- Experiencing difficulties in school

It is important to remember that some children may not exhibit any negative effects.

### Pets and animals as a tactic of abuse

Women contacting Women's Aid continue to disclose the use of pets and animals as a tactic of coercive control within abusive relationships. Perpetrators exploit the emotional bond between women, children, and their animals to intimidate, punish, and prevent women from leaving or seeking help.

**In 2025, Women's Aid recorded 68 disclosures where threats to harm or kill pets were used as part of domestic abuse.** These disclosures were made across the National Freephone Helpline and Women's Aid face-to-face support services and form part of a broader pattern of psychological and emotional abuse.

Within these disclosures, women described tactics including:

- Threats to harm or kill pets if women resisted abuse or attempted to leave
- Physical abuse of animals used to intimidate or frighten women and children
- Withholding access to pets or removing animals from the home
- Using pets to control women's movements or decisions
- Preventing women from fleeing to safety with their animals

Fear for the safety of a pet can be a significant barrier to leaving an abusive situation. Women described remaining in dangerous circumstances, delaying escape, or being unable to access refuge accommodation because they could not bring their pets with them.

Cruelty towards animals often occurs alongside escalating abuse against women and children and may indicate heightened risk. Recognising the use of pets and animals as a tactic of domestic abuse is therefore an important part of risk assessment, safety planning, and effective responses for women and children.

# Perpetrators of Abuse

## Who is the abuser?

Where women disclose information about the perpetrator, the data consistently shows that current or former intimate partners overwhelmingly perpetrate domestic abuse.

This pattern has remained stable over time and reinforces the gendered nature of domestic violence, as well as the importance of specialist responses that recognise intimate partner abuse as a distinct and serious form of harm.

### Relationship of Abuser to Woman

Relationship	2025	2024	2023	2022
Current male partner	53%	49%	55%	58%
Former male partner	32%	33%	31%	26%
Man not an intimate partner or ex	9%	13%	9%	10%
Female abuser	6%	5%	5%	6%

The prevalence of abuse by current and former partners underscores the risks women face during and after separation, particularly when court proceedings or child contact arrangements are ongoing.

Women reported that:

**53%**

**of abusers were a current male partner**

**32%**

**were a former male partner.**

# Referrals, Advocacy, and Information

In addition to direct emotional support and safety planning, Women’s Aid provides extensive referral, information, and advocacy support to women navigating complex systems. Support workers assist women to understand their rights and options, access legal protection, engage with housing providers, health services, and social supports, and connect with specialist domestic violence services nationwide.

Advocacy frequently involves supporting women to communicate with statutory agencies, preparing for difficult interactions, and challenging decisions or responses that may place women or children at risk. Many women require repeated advocacy over time as their circumstances evolve, particularly in cases involving housing insecurity, family law proceedings, or ongoing harassment and coercive control.

This work is a critical component of Women’s Aid’s role as a national specialist organisation, ensuring that women are not left to navigate fragmented and often retraumatising systems alone.

Referral / support category	2025	2024	2023	2022
Legal (including An Garda Síochána)	10,038	11,914	8,314	8,393
Refuge and Local Domestic Violence Services	6,067	6,424	6,285	2,547
Women's Aid Support Services	3,207	4,184	3,609	2,822
Health and Medical	1,584	3,551	1,883	1,092
Housing and homelessness	1,294	1,984	946	586
Social work	1,263	1,474	558	63
Other National Helplines	545	860	914	-
Social protection, financial, maintenance	369	483	405	472
Counselling	218	391	342	665
Other	67	58	73	2,027
<b>Total</b>	<b>24,652</b>	<b>31,323</b>	<b>23,329</b>	<b>18,667</b>

# Supporting Women Facing Additional Barriers

Women seeking support for domestic abuse do so within broader social, economic, and structural contexts that can create additional barriers to safety and justice. Women's Aid continues to support women who face compounded disadvantage, including migrant women, Traveller and Roma women, and women with disabilities.

In 2025, 1,328 contacts to the National Freephone Helpline and IMSS were from women who identified as migrant women, Traveller women, deaf and hard of hearing, and/or disabled women.

## Contacts from Women Facing Additional Barriers

Category	2025	2024	2023
Migrant women	26%	21%	61%
Traveller / Roma women	6%	9%	17%
Disabled women	67%	69%	21%
Deaf and hard of hearing women	1%	1%	1%

% of 1,328 contacts who identified as Migrant women, Traveller or Roma women, Disabled women and deaf and hard of hearing women.

## Language and accessibility

Access to language support remains critical for migrant women experiencing domestic abuse.

In 2025:

- 799 calls were facilitated through the Language Line
- Support was provided in 36 languages
- 63% of calls were in non-EU languages

Women's Aid also continues to support women who are deaf or hard of hearing through accessible services, including the Instant Messaging Support Service.

Addressing domestic abuse requires responses that recognise inequality, discrimination, and structural barriers. Women's Aid remains committed to ensuring that all women, regardless of background or circumstance, can access safety, support, and justice.

# Training and capacity building

Training is a critical part of Women's Aid's work to prevent and respond to domestic violence and abuse. By equipping professionals, organisations and communities with specialist, trauma-informed knowledge, Women's Aid strengthens first responses, reduces harm, and supports safer outcomes for women and children.

## Training Delivery

Training outputs	2025
Training events delivered	48
Professionals trained	378
Organisations engaged	64

**1,680** people reached  
through training and awareness activity in 2025

## Awareness and Community Learning

- 21 awareness and input sessions delivered
- 1,280 people reached through awareness sessions

Awareness sessions support wider understanding of domestic violence and coercive control across communities and sectors.

## Digital Learning and Innovation

- 2 eLearning programmes delivered
- 22 participants reached through eLearning

Digital learning extends training beyond formal settings and supports ongoing, accessible skill development.

## Total Reach Through Training in 2025

1,680 people reached through training and awareness activity in 2025.

Training delivery in 2025 was supported by the launch of the Women's Aid Centre for Learning and Practice Development.

# Strategic Communications and Awareness

Strategic communication plays a central role in Women's Aid's mission to make domestic violence visible as a societal issue, amplify survivor voices, and influence public understanding and policy. In 2025, our communications and awareness work reached millions of people nationwide through media, digital platforms, and targeted public engagement.

## Media Coverage

Media coverage items	2025	2024	2023	2022
Broadcast	802	1,270	1,770	2,598
Online	1,588	574	1,975	1,973
Print	587	1,669	594	850
<b>Total media items</b>	<b>2,977</b>	<b>3,513</b>	<b>4,339</b>	<b>5,421</b>

## Digital Reach: Website Engagement

Website sessions	2025	2024	2023
Visits to womensaid.ie	286,000	263,345	256,848
Visits to toointoyou.ie	95,710	144,131	63,138
Visits to dvatwork.ie	863	3,053	4,048
<b>Total website visits</b>	<b>382,573</b>	<b>410,529</b>	<b>324,034</b>

Women's Aid websites remain a critical gateway to information, awareness, and support.

### Women's Aid Social Media Community

**54,403**

Facebook

**33,969**

Instagram

**41,681**

LinkedIn

**1,669**

Bluesky

**24,300**

X

### Too Into You Prevention & Youth Engagement

**3.34 million**

social media reach

**19.7 million**

social media impressions

**10,987**

social media followers

**95,710**

visits to toointoyou.ie

*Too Into You is Women's Aid's national prevention focused communications programme for young people aged 18-25.*

**167,009**

combined social media followers in 2025

*Women's Aid and Too Into You.*

# Fundraising and Public Support

## 2025 Fundraising Snapshot

In 2025, communities, individuals, workplaces, and partners across Ireland and beyond came together to support Women's Aid. Through generosity, creativity, and solidarity, supporters helped ensure women and children could access safety, support, and hope when they needed it most.

- **1,590** people took part in **Cold Swim for Women**
- **1,595** people completed **Walk 80K (February)**
- **1,293** people completed **Walk 100 Miles (September)**
- **850** people took part in **Run 100K (October)**
- **50** people ran the **Dublin Marathon**
- **77** people participated in other races and challenge events nationwide
- **475** International Women's Day Coffee Mornings hosted
- **900+** people giving monthly
- **4,797** supporters engaged through Direct Mail
- **11** legacy and in memoriam gifts received in 2025



Louise McKeever climbing to Everest Base Camp for Women's Aid

**Section 4**

# Creating Social Equality



# National Freephone Helpline Services

## National 24-Hour Freephone Helpline

### A Lifeline, Every Hour of Every Day

Women's Aid's National 24-Hour Freephone Helpline is a critical national point of access for women subjected to domestic violence and abuse. Available 24 hours a day, seven days a week, the Helpline provides free, confidential support via telephone, instant messaging, and email.

Over the last four years, demand for Helpline support has risen steadily, reflecting both increased service reach and the enduring scale and severity of domestic violence in Ireland. In 2025, Helpline demand reached its highest level on record, with women increasingly presenting at points of acute risk, often following prolonged abuse, separation, or escalation in coercive control.

“Even talking to you today  
I feel 10 times better.”

### Quality and Accreditation

The Women's Aid National 24-Hour Freephone Helpline operates to the highest standards of service quality and safety. The Helpline has been accredited five times by the Helplines Partnership Quality Standard, reflecting a continuous period of accreditation since 2012.

The current accreditation was granted following a rigorous external inspection process in 2024 and is valid until November 2027. This accreditation provides independent assurance that the Helpline meets best practice standards in governance, safeguarding, confidentiality, staff training, and service delivery.

### Contacts with the National Freephone Helpline

Contact type	2025	2024	2023	2022
Calls responded to	23,956	21,151	18,077	20,905
IMSS sessions	2,650	2,135	1,768	1,808
Email responses	1,573	1,118	1,046	853
<b>Total contacts</b>	<b>28,179</b>	<b>24,404</b>	<b>20,891</b>	<b>23,566</b>

In 2025, the Helpline responded to 28,179 contacts, a **15.5% increase** on 2024, continuing an upward trend evident since 2022, as shown.

### Intensity and complexity of support

Beyond increasing contact volumes, the Helpline has seen a marked rise in the depth and duration of engagement, reflecting the complex realities that women are navigating.

## Helpline Talk Time Hours

### National Freephone Helpline & IMSS — Talk Time and Contacts

	2025	2024	2023	2022
Hours talk time (IMSS & Helpline)	5,031	4,567	4,112	3,940

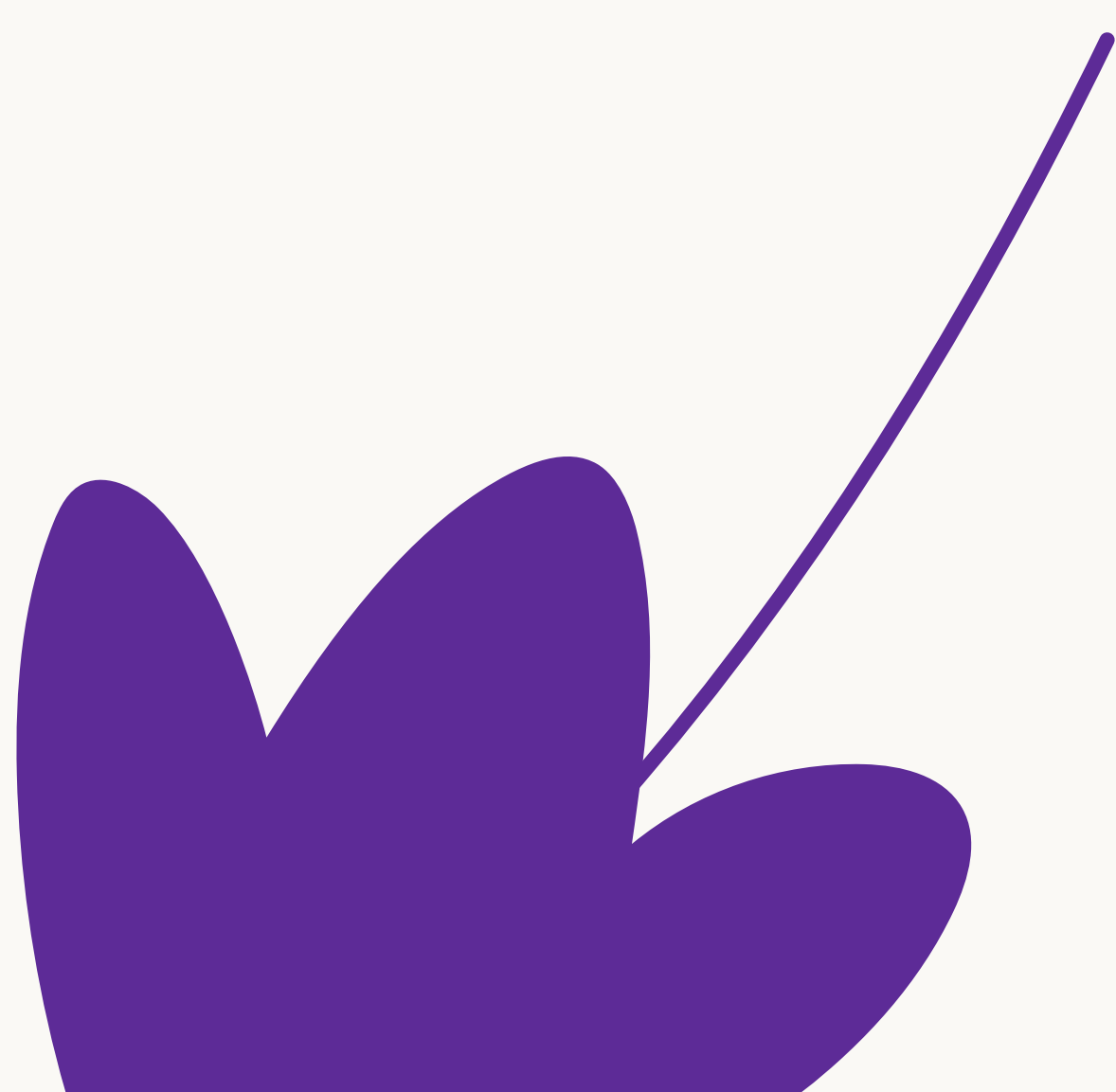
In 2025, Helpline staff and volunteers delivered 5,031 hours of talk time, reflecting longer conversations, repeated contacts, and sustained safetyplanning support.

### Instant Messaging Support Service (IMSS)

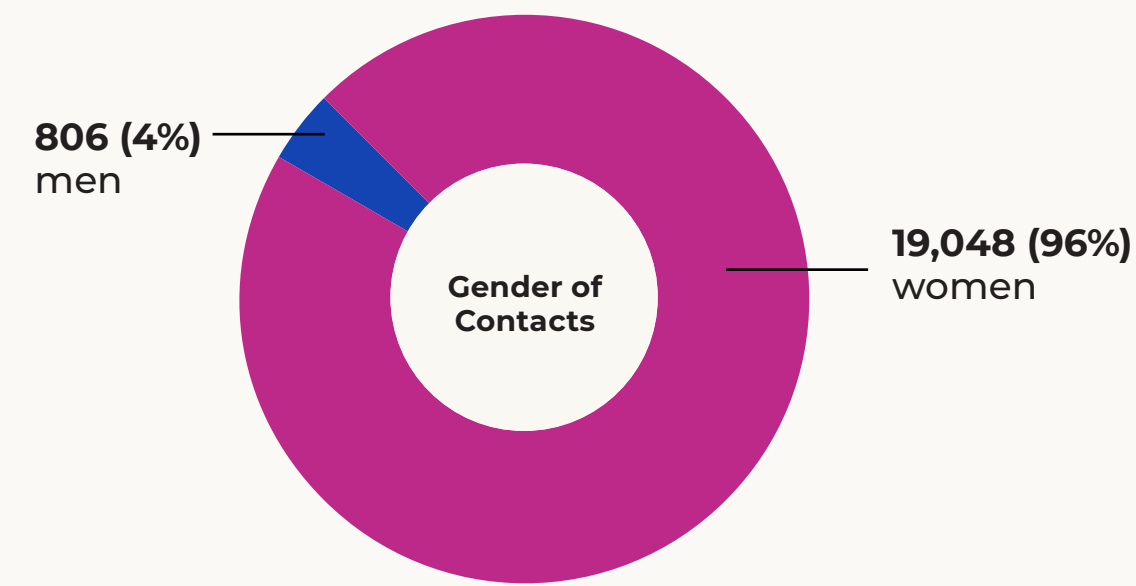
Women's Aid's Instant Messaging Support Service (IMSS) provides a free, confidential, and secure way for women to access specialist support without speaking on the phone. IMSS is particularly important for women who may be at risk of being overheard by an abusive partner, those who prefer not to communicate verbally, and for deaf and hardofhearing women.

In 2025, women accessed support through IMSS on 2,650 occasions, continuing a four-year trend of increasing demand for silent and digital routes into specialist domestic violence support.

During 2025, Women's Aid expanded IMSS availability to twelve hours per day from Monday to Friday, while continuing morning and evening cover at weekends. IMSS can be accessed via [www.womensaid.ie](http://www.womensaid.ie) and [www.toointoyou.ie](http://www.toointoyou.ie), ensuring multiple safe entry points to support.

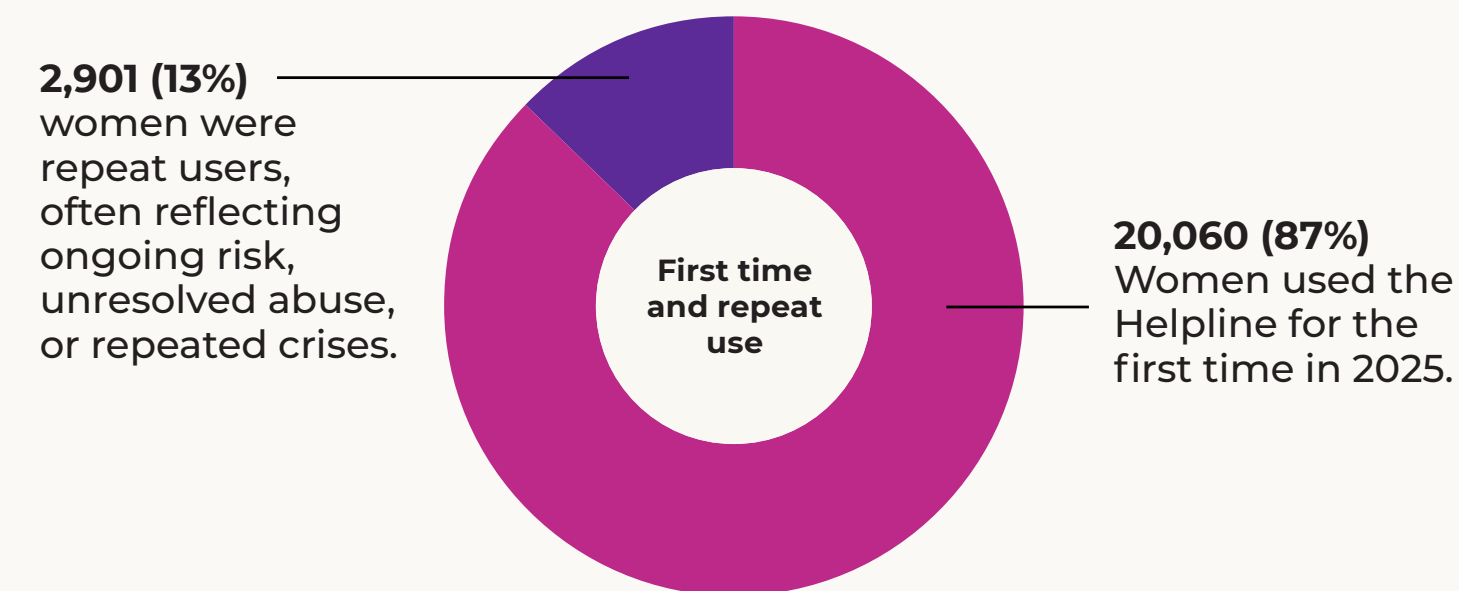


### Gender of Contacts

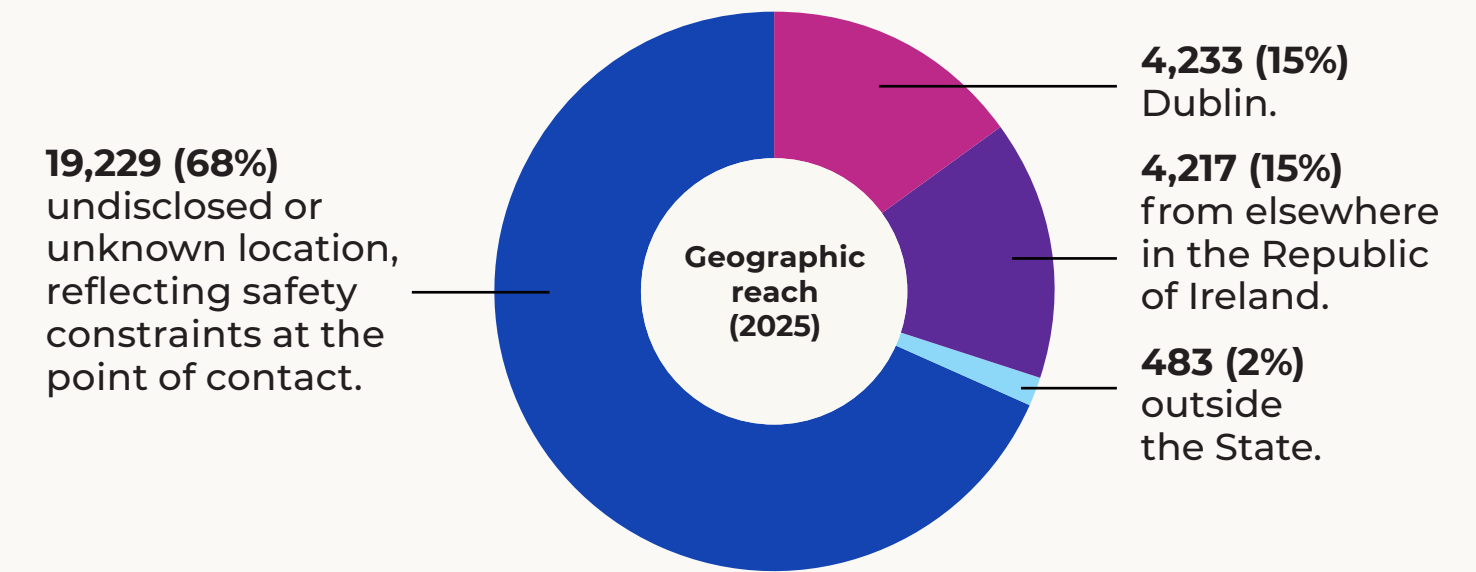


### First-time and repeat use

The Helpline continues to be a primary entry point into specialist domestic violence support.



### Geographic reach



### Supporting migrant, Traveller, and disabled women

Over four years, disclosures from marginalised women have increased steadily.

#### Contacts from Migrant, Traveller, Deaf and Hard of Hearing and/or Disabled Women

2023	2024	2025
712 contacts	1,217 contacts	1,328 contacts

“You have been brilliant, absolutely brilliant.”

“I’m very grateful for the support, I feel understood and heard by Women’s Aid.”

### Language Line and accessibility

The Helpline’s Language Line ensures access for women whose first language is not English.

#### Language Line Use

Year	Calls via Language Line	Languages supported
2022	548	30
2023	609	36
2024	706	32
<b>2025</b>	<b>799</b>	<b>36</b>

This service is a vital access mechanism for migrant women seeking support.

### Women’s experience of Garda response

In 2025:

- 2,667 women reported contacting An Garda Síochána.
- 53% found the response helpful.
- 47% did not find the response helpful.

This mirrors patterns seen across previous years and highlights inconsistent statutory responses.

Across four years of Helpline data, the picture is clear: women are reaching out in greater numbers, with more complex needs, and relying on the Helpline as a lifeline at moments of crisis and danger.

Response	2025	2024	2023	2022
Found response helpful	53%	56%	52%	59%
Found response unhelpful	47%	44%	48%	41%

# Face-to-Face Support Services

## Specialist Support, When Women Need It Most

Women’s Aid delivers a range of specialist face-to-face domestic violence support services, primarily in the greater Dublin area and through targeted national initiatives. These services support women experiencing sustained abuse, postseparation coercive control, housing insecurity, court involvement, and high-risk situations.

In 2025, Women’s Aid delivered 9,611 face-to-face service contacts, supporting 1,575 individual women. Contacts include one-to-one support sessions, calls, emails and other contacts.

While the number of women supported was lower than in 2024, this reflects longer term and repeat engagement, particularly in courtbased and high-risk services, rather than reduced demand.

Across all face-to-face services in 2025:

- 79% of women accessed support for the first time
- 21% were continuing or returning service users

### Contacts with Women’s Aid Face-to-face Support Services

Service	2025	2024	2023	2022
One-to-One Outreach	3,698	3,782	3,420	2,983
DAIS	823	902	897	768
High Risk Support Project (HRSP)	3,383	2,397	3,043	1,959
Maternity Outreach	1,707	2,413	2,086	1,308
<b>Total</b>	<b>9,611</b>	<b>9,494</b>	<b>9,446</b>	<b>7,018</b>

## Supporting Women Through Crisis, Decision-Making, and Justice

Women’s Aid’s face-to-face services support women at points of acute risk, complex decision-making, and engagement with policing, courts, and other statutory systems. Through intensive outreach, court-based advocacy, and specialist high-risk interventions, Women’s Aid works alongside women navigating crisis, post-separation abuse, and legal processes where safety and outcomes are often most precarious.

### Women supported by Face-to-Face Support Services

	2025	2024	2023	2022
<b>Total</b>	<b>1,543</b>	<b>1,819</b>	<b>1,705</b>	<b>1,599</b>

In 2025, 73% of women accessing services identified as White, including Traveller and Roma women, while 8% of women identified as Black or Black Irish. An additional 8% identified as Asian or Asian Irish while the remainder of women (11%) noted ‘other’.

Also, in 2025 we resourced 8.5 hours of in person interpreting for women being supported by our face-to-face services, in circumstances where dial-in interpretation was not appropriate. In this instance 15% were European languages and 85% non-European.

“Having the locks changed on our house helps us to feel so much safer.”

“I feel so empowered, thank you.”

## One-to-One Outreach and Court Accompaniment

The One-to-One Outreach Support Service provides indepth, trauma-informed support to women subjected to domestic violence across Dublin. Support includes safety planning, emotional support, advocacy, referrals, and accompaniment through legal processes.

### In 2025:

- 494 women were supported
- 823 one-to-one support sessions delivered
- 74% accessed the service for the first time

Court accompaniment remains a core function of Outreach work, particularly in cases involving coercive control, child access, and post-separation abuse.

Engagement across these services often involves repeated contact over extended periods, reflecting the reality of prolonged legal processes, postseparation abuse, and systemic delay rather than short-term intervention.

In 2025, Outreach staff accompanied 131 women to court on 260 occasions, and supported women attending Gardaí and legal services on a further 15 occasions.

### Women Supported by One-to-One Outreach

	2025	2024	2023	2022
Women supported	494	486	371	389

“Thank you so much, you just gave me the strength to make the best decision for myself.”

## Court-Based and Specialist Services

### Domestic Abuse Information and Support Service (DAIS) Immediate Support in Family Law Courts

DAIS operates as a free, confidential drop-in service in Dolphin House Family Law Courts, supporting women navigating legal systems where domestic violence is present.

#### In 2025:

- 595 women were supported
- Through 823 court-based interventions
- 260 referrals were made to external services

The reduction in the number of individual women supported over time reflects repeat attendance by women engaged in lengthy or complex proceedings, rather than reduced need.

#### Women Supported by DAIS

	2025	2024	2023	2022
Women supported	595	812	868	890

“I could not have expected this level of support when I first reached out for help. I’m going out and about with the kids, playing with them, having a laugh without looking over my shoulder. I wouldn’t be able for this without that support and sense of security [from my HRSP safety plan]. I had stopped doing anything, going anywhere for the fear of him. The HRSP really helped me, the support was life changing, I feel safer now.”

## High Risk Support Project (HRSP)

### Preventing the Most Serious Harm

The High-Risk Support Project provides a coordinated multiagency response for women at risk of serious injury or homicide, delivered with An Garda Síochána and local domestic violence services.

#### In 2025:

- 267 women and 562 children were supported
- 87 new women entered the project
- 165 women remained active at year-end

HRSP is now operational in four Garda Regions, with national rollout expected to complete in 2026.

### Women Supported by HRSP

	2025	2024	2023	2022
Women supported	267	333	319	267

## Women’s Aid Maternity Outreach

The Maternity Outreach Service supports women experiencing domestic violence during pregnancy, postpartum, and post-termination periods, in partnership with the three Dublin maternity hospitals.

In 2025:

- 187 women were supported
- 208 face-to-face meetings
- 1,453 additional contacts
- 46 court accompaniments
- 92% were first-time service users

### Women Supported by Maternity Outreach

	2025	2024	2023	2022
Women supported	187	188	147	53

### Counselling Support

In 2025, Women’s Aid continued to develop a specialist counselling support option for women approaching the end of engagement with frontline domestic violence services. This emerging area of work reflects an understanding of the lasting effects of domestic abuse and the importance of supporting women’s trauma recovery beyond crisis response. Planning and designated funding have been put in place to enable this counselling support to be further developed and delivered as part of Women’s Aid’s future services. In 2025, nine women accessed our counselling project.

“I can’t thank you enough. I honestly didn’t think Christmas could happen for the kids this year. This changes everything. It’s such a relief. The pressure and stress of the financial worries I have are crippling, relentless. I know you understand this is a punishment to us. [You] have helped me try and keep things flowing, keep bills paid and food in the house. With this financial help it takes me out of the prison I feel like we are in, even for a while.”

## Internal Emergency Fund for Women and Children

### Immediate Support When It Matters Most

In 2025, the Women’s Aid Internal Emergency Fund provided vital, practical support to women and children accessing our frontline services, with €86,515 distributed to meet urgent and everyday needs for Women and Children.

This flexible fund is designed to respond quickly to the realities women face when living with and leaving abusive situations. It supports immediate safety, stability and dignity, covering essential costs such as groceries, bills and household items, as well as critical interventions like home security measures.

During the year, 71 women received €16,200 in vouchers for day-to-day essentials, while a further 65 women were supported with €26,450 in pre-Christmas vouchers, easing financial pressure at a particularly difficult time.

The fund also enabled 28 women to access €10,926 in legal supports, helping to part-fund representation and advice, and supported 29 women with €32,939 in home security improvements, including locks, alarms and CCTV, practical measures that significantly enhance safety.

While often modest in scale, this support has a profound impact. It provides immediate relief, strengthens safety, and allows women to focus on their wellbeing and next steps. The Internal Emergency Fund remains a crucial part of Women’s Aid’s response, ensuring that no woman facing abuse is left without practical support when she needs it most.



# Training and Development

Domestic violence and abuse remain one of the most pervasive human rights and public health issues in Ireland. Survivors consistently report that the responses they receive when they disclose abuse vary widely, not because of a lack of compassion, but because of gaps in knowledge, confidence, and training.

The quality of the first response can shape a woman's safety, her wellbeing, and her pathway out of abuse. Poor responses can unintentionally increase risk, reinforce trauma, or delay access to protection. Effective, trauma-informed responses can reduce harm and support safety.

Domestic violence training is not optional. It is essential.

## Why training matters

When professionals and informal supporters are equipped with specialist domestic violence knowledge, they are better able to:

- Listen safely and without judgement
- Recognise coercive control and non-physical abuse
- Understand and assess risk
- Respond in a trauma-informed way
- Support timely referral to specialist services
- Avoid actions that may unintentionally increase danger

Training strengthens individual responses and it also strengthens systems.



*Uachtaráin Catherine Connolly launched the Women's Aid Centre for Learning and Practice Development at Wood Quay Venue, Dublin in November 2025.*

## A landmark year: the Centre for Learning and Practice Development

November 2025 marked the official launch of the Women's Aid Centre for Learning and Practice Development (CLPD), a national initiative established to strengthen Ireland's response to domestic violence and abuse.

The Centre for Learning and Practice Development was launched by Uachtaráin, Catherine Connolly and was developed in direct alignment with the Third National Strategy on Domestic, Sexual and Gender-Based Violence, which calls for consistent, high-quality, trauma-informed responses across all sectors.

The Centre represents a shift from one-off training delivery to practice development, embedding learning into professional systems, organisational culture, and coordinated responses nationwide.

### What makes the CLPD different?

- Practice-focused, not information-only
- Survivor-informed content and design
- Trauma-informed learning frameworks
- Cross-sector engagement
- Tools for immediate application
- Commitment to quality and evaluation

This is not simply about training sessions. It is about ensuring that every woman who seeks help encounters a skilled, informed, and compassionate response.



Linda Smyth, Head of National Helpline Services; Suzanna Knight, Head of Training and Development; An Uachtaráin, Catherine Connolly; and Women's Aid Chairperson, Ailbhe Smyth at the launch of the Women's Aid Centre for Learning and Practice Development



Uachtaráin Catherine Connolly launching the Women's Aid Centre for Learning and Practice Development

## Training reach and impact in 2025



The Women's Aid Training and Development Team with Women's Aid Chairperson, Ailbhe Smyth

“It is so important that professionals really understand what happens in domestic abuse and coercive control. Domestic abuse is everyone’s concern, and everyone should get informed. You might save a life.”

### **Cross-sector engagement**

Domestic violence and abuse intersect with every sector. In 2025, Women's Aid training engaged professionals and organisations across:

- Health services
- Education and youth services
- Justice and law enforcement
- Community and voluntary services
- Workplaces

By engaging 64 organisations and extending awareness sessions into communities, Women's Aid supported more coordinated, informed and survivor-centred responses, reducing fragmentation and improving consistency.

### **From training to embedded practice**

Sustainable change requires more than information. It requires confidence, reflection, organisational commitment, and ongoing learning.

In 2025, the Centre for Learning and Practice Development prioritised:

- Scenario-based and skills focused learning
- Trauma-informed practice development
- Survivor-informed programme design
- Cross-sector collaboration
- Practical tools professionals can use immediately

This approach ensures professionals are not only trained, but also ready.

Ready to listen.

Ready to recognise coercive control.

Ready to understand risk.

Ready to respond with confidence and compassion.

## **Expanding learning beyond professionals**

### **Allies and Informal Supporters eLearning**

A significant milestone in 2025 was the launch of Allies and Informal Supporters, a free eLearning programme designed for friends, family members, and community supporters.

Many women disclose abuse first to someone they trust, not to a professional service. This programme supports informal supporters to respond safely and effectively.

The course provides:

- Guidance on understanding domestic abuse and coercive control
- Practical advice on how to respond without judgement
- Information on safety and avoiding increased risk
- Clear referral and support pathways

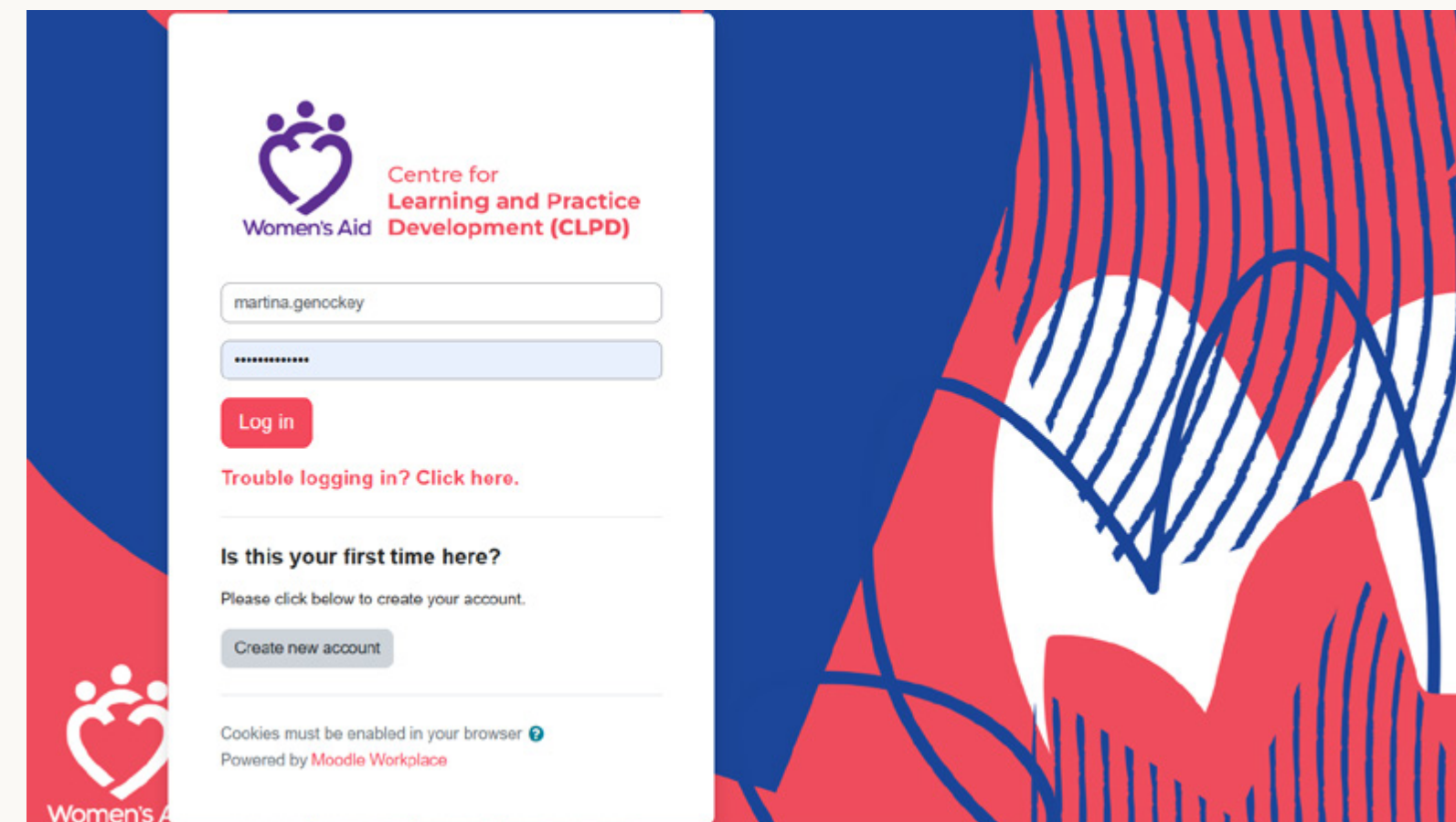
By offering this training free of charge, Women's Aid strengthens safety networks beyond services, into families, friendships, workplaces, and communities.

“I am not blaming anyone. These professionals weren’t bad people – they just didn’t have the training to be open to the possibility that I was a victim of domestic violence, or to understand what it was like living under coercive control.”

### Building towards the future

The Centre for Learning and Practice Development establishes a national foundation for:

- Best-practice, survivor-informed training
- Sector-specific learning pathways
- Blended and online delivery models
- Continuous professional development
- Embedded evaluation and quality assurance



The new CLPD learning platform

### Jill's Story

“I survived domestic abuse, and I know that if the people around me — my family, my friends, the professionals I met — had understood what was really happening to me, my journey to safety and recovery might have been so much shorter. I was bullied, beaten, controlled. I slept in my clothes, ready to run with my son at a moment’s notice. I lived in constant fear of the consequences of doing something he didn’t like. It was easier not to be with anyone. It was exhausting trying to manage conversations and people’s reactions to him – loneliness felt safer than risking his punishment. My family, doctors, Gardaí, hospital professionals all had opportunities to provide support that could’ve made a huge difference. They didn’t know how to. I sometimes wonder how different things would have been if just one person understood what my silence really meant.

I am not blaming anyone. These professionals weren’t bad people – they just didn’t have the training to be open to the possibility that I was a victim of domestic violence, or to understand what it was like living under coercive control. They didn’t know that abuse isn’t always visible. They didn’t know that a woman can be terrified and still appear calm. They didn’t know that a threat to a child is a threat to a mother’s life. It is so important that professionals really understand what happens in domestic abuse and coercive control. Domestic abuse is everyone’s concern, and everyone should get informed. You might save a life.”

— Jill\*, a survivor of domestic abuse.

*\*Name and some details changed to protect identity and safety.*

# Strategic Communications

The Strategic Communications team leads the way in raising awareness and providing information on intimate relationship abuse to victim-survivors, their families and friends, their communities and wider society

Our annual public awareness initiatives and communications activities, such as the Too Into You Project and 16 Days of Action campaign, are a vital way to highlight the prevalence, nature and impact of domestic violence and abuse, intimate relationship abuse and femicide. We also provide solution-based recommendations on improving preventions, legal responses, policies, and protections to support women and children subjected to domestic violence and abuse, and we bring their concerns to international, national, and local fora. We also carry out strategic research to support evidence-based responses to domestic abuse.

## Research and Public Events

### Making violence visible through evidence and public engagement

Research and public events play a critical role in Women's Aid's work to prevent and address domestic violence and abuse. Together, they enable Women's Aid to document harm, amplify survivor experiences, challenge harmful norms, and bring issues that are often hidden into public view.

In 2025, Women's Aid combined robust, survivor-centred research with high-impact public interventions to deepen understanding of domestic violence as a structural and societal issue, not a private or individual problem. Through research launches, conventions, exhibitions, and national events, the organisation worked to inform debate, influence responses and mobilise collective responsibility for change.

### Research as a driver of reform

A major research milestone in 2025 was the launch of a nationally significant research report, 'Exploring how Victim-Survivors of Domestic Violence and Abuse Experience Navigating the Irish Family Law System in Guardianship, Custody and Access Cases.' Commissioned and funded by Women's Aid and conducted by researchers at Trinity College Dublin and University College Cork, the report revealed that adult and child victim-survivors are frequently retraumatised during family law proceedings. The research highlighted how domestic abuse and coercive control are often minimised postseparation, with serious consequences for women's safety and children's wellbeing.



Women's Aid CEO, Sarah Benson with Jackson Katz, a long time thought leader in the growing global movement of men working to promote gender equality and prevent gender violence during his visit to Dublin in June 2025.

The findings reinforced the urgent need for a coordinated, trauma-informed, domestic-violence-aware response within the Family Law system, one that recognises patterns of abuse, prioritises safety and avoids re-exposing women and children to harm through legal processes.

This research informed national advocacy throughout 2025 and strengthened Women's Aid's evidence-base for family justice reform, judicial training, and survivor-centred policy change.

### Bringing evidence into the public domain

In June, Women's Aid also launched its Annual Impact Report, presenting the highest figures ever recorded by the organisation for disclosures of domestic violence and abuse. The report documented 46,765 disclosures across 32,144 contacts to Women's Aid's National Freephone Helpline and regional face-to-face services.

Beyond the scale of harm, the report highlighted persistent and interconnected challenges facing victim-survivors, including family justice system failures, post-separation abuse and housing insecurity, with compounded barriers for migrant women and women with disabilities.

By launching the Impact Report publicly, Women's Aid ensured that frontline evidence was not confined to services or policy spaces, but entered national public discourse, reinforcing accountability and visibility.



**Images left to right.**

Attendees from across the sector gathered at the launch of the Women's Aid Annual Impact Report 2025

Launch of Women's Aid Irish Family Law System in Guardianship, Custody and Access Cases research in Trinity College, Dublin in June 2025

Co-Director of Disabled Women Ireland, Nem Kearns; Women's Aid Chairperson, Ailbhe Smyth; Women's Aid CEO, Sarah Benson; Minister for Justice, Migration and Home Affairs, Jim O'Callaghan T.D.; Professor Stephanie Holt, Department of Social Work and Social Policy at Trinity College Dublin and then Head of Policy and Public Affairs at CEASE, Gemma Kelly



Women's Aid CEO, Sarah Benson with Minister for Justice, Home Affairs and Migration, Jim O'Callaghan TD

## Confronting the harms of pornography

In May 2025, Women's Aid and the Community Foundation of Ireland convened a groundbreaking two-day strategic convention focused on the role of pornography in the pandemic of violence against women and girls.

The convention brought together over 60 national and international experts, statutory agencies, and civil society organisations to plan responses to the findings of *Facing Reality: Addressing the Role of Pornography in the Pandemic of Violence Against Women and Girls*, a landmark report commissioned by Women's Aid.

Operating under Chatham House Rules, the closed-door nature of the event allowed for candid discussion about how the failure to address the harms of pornography is undermining gender equality and placing younger generations at risk. The convention marked a significant step towards coordinated action in an area often treated as taboo or peripheral, despite clear links to attitudes, behaviour and harm.



Women's Aid Strategic Think-In, supported by Community Foundation Ireland, on tackling the harms of pornography, Athlone, May 2025



The Dead Flower Shop opened for one day on St Valentine's Day 2025 to drive awareness of the urgency for men to get involved in stopping male violence against women

### **Public events that challenge silence**

Women's Aid's public events in 2025 were designed to raise awareness, and also to disrupt complacency and provoke reflection.

In February, Women's Aid and Allianz Ireland launched the Ally Action List, an online resource created to support men to better understand their role in challenging gender inequality and preventing violence against women. The launch was accompanied by a striking public installation, 'The Dead Flower Shop' on Grafton Street on Valentine's Day.

From the outside, the installation resembled a traditional flower shop. Inside, visitors encountered an exhibition of dead flowers. Eight bouquets represented eight women killed by current or former partners, while a central arrangement of 274 dead roses commemorated every woman killed violently in Ireland since 1996. The installation confronted the romance often associated with Valentine's Day with the stark reality of lethal domestic violence, challenging the public to reflect on loss, responsibility, and prevention.

### Engaging the hair and beauty industry as community allies

In 2025, Women's Aid extended its public engagement beyond traditional policy and service settings by working with industries that play a trusted role in people's everyday lives. The organisation partnered with Image Skillnet, the Irish Hairdressers Federation and the Irish Spa & Beauty Association to engage the hair, beauty and spa sector as part of a wider community response to domestic violence and abuse.

Through a series of national webinars, Women's Aid supported hair stylists and therapists to recognise signs of abuse, respond in a supportive and trauma-informed way, and safely signpost clients to specialist support. These professionals are often among the few people victims may encounter regularly in a private or semi-private setting, making informed responses critical to early intervention and safety.

As part of the initiative, downloadable resources and QR codes linking directly to Women's Aid services were made available to salons and treatment spaces across Ireland. By bringing domestic violence awareness into everyday community environments, this partnership helped expand the network of informed allies and reinforced the message that responding to abuse is a shared social responsibility.



Anita Murray, Irish Spa & Beauty Association; Caroline Newton, Image Skillnet; Nicolas Lawless, Irish Hairdressers Federation; Sarah Benson, CEO Women's Aid, pictured in Brown Sugar, Dublin

The 'One in Three' flags flying along the River Liffey, Dublin, to mark the 16 Days of Activism, November 2025.



## Art, remembrance, and collective responsibility

Later in the year, as part of the international 16 Days of Activism Against Gender-Based Violence, Women's Aid collaborated with visual artist Louis Haugh, Councillor Hazel de Nortúin, and Dublin City Council on a largescale public art installation along the River Liffey.

Titled 'One in Three', the installation consisted of flags bearing names that reflected the diversity of women affected by domestic violence in Ireland. The work draws its design from the stark statistic that one in three women in Ireland have experienced domestic violence. Using a reserved colour scheme, the flags make this reality visible in a powerful yet considered way. Running from the UN International Day for the Elimination of Violence Against Women on 25 November to Human Rights Day on 10 December, the installation created a powerful public space for remembrance, reflection, and solidarity.

“Violence against women is an affront to everything we stand for as a city and as a community. Dublin must be a place where every woman feels safe, at home, online, in our streets, and in every space that belongs to us all. This installation is a powerful and painful reminder that behind every statistic is a woman with a name, a family, a future. We owe it to them, and to one another, to reflect, to speak out, and to stand together in ending gender-based violence in all its forms. A safer Dublin is something we can only build together.”

—Lord Mayor of Dublin, Councillor Ray McAdam

## Marking 50 years of courage, change, and support

In December, Women's Aid marked the closing of its 50th anniversary year with a public event in Dublin City Hall celebrating five decades of courage, advocacy, and support for women subjected to domestic abuse.

The event brought together survivor voices, advocates, and allies to reflect on progress made, and the work still required to achieve a future free from violence against women. A keynote address by Professor Katriona O'Sullivan reinforced the links between inequality, social structures, and violence, offering both challenge and hope.

### Why this work matters

Together, Women's Aid's research and public events in 2025 served a shared purpose: to make domestic violence visible, to centre survivor experience, and to challenge the idea that abuse is inevitable or private.

By combining evidence with public engagement, Women's Aid continues to shift understanding, influence responses, and build momentum toward an Ireland with zero tolerance of violence against women.



*Images left to right.*

Keynote speaker, Katriona O'Sullivan delivers an inspiring speech at the Women's Aid 50th Anniversary event

Women's Aid staff at the Women's Aid 50th Anniversary event

Ailbhe Smyth, Chairperson, Women's Aid; Katriona O'Sullivan, keynote speaker and Sarah Benson, CEO, Women's Aid with the family of Women's Aid founder, Nuala Fennell.



Women's Aid Chairperson, Ailbhe Smyth; Women's Aid CEO, Sarah Benson; domestic abuse survivor, Jody Duggan; Women's Aid Director, Patricia Acom; and event MC Dearbhail McDonald at the Women's Aid 50th Anniversary event

# Media and Digital Engagement

Media Coverage	Website Engagement	Women's Aid Social Media Community
<p><b>2,977</b></p> <p>Media items in 2025</p>	<p><b>286,000</b></p> <p>Visits to womensaid.ie</p>	<p><b>156,022</b></p> <p>Total followers</p>
<p>Media engagement in 2025 prioritised researched analysis, prevention narratives, and survivor-centred commentary.</p>	<p><b>382,573</b></p> <p>Total site visits (incl. Too Into You &amp; DV at Work)</p>	<p>Women's Aid's social media community grew to 156,022 followers in 2025, supporting sustained engagement across awareness, advocacy, and public education.</p>
	<p>Women's Aid digital platforms received over 382,000 website visits in 2025, reinforcing their role as a critical gateway to information, awareness, and support.</p>	



Professor Stephanie Holt, Trinity College Dublin with Sarah Benson, CEO of Women's Aid and Chairperson Ailbhe Smyth at the launch of the groundbreaking Family Law research, June 2025.

## Policy and Advocacy

In 2025, Women's Aid continued to strengthen its position as a leading national voice on domestic violence policy and reform, delivering sustained advocacy impact across justice, housing, and social policy systems.

Grounded in survivor testimony and frontline service evidence, Women's Aid's policy and advocacy work focused on addressing systemic failures, strengthening accountability, and advancing a more effective, trauma-informed state response to domestic abuse.

This work coincided with the launch of the Women's Aid's Strategic Plan 2025–2029, setting a clear direction for influencing lasting change across justice, housing, and social policy systems.

### Evidence-led advocacy

Women's Aid's advocacy is informed by:

- Disclosures from frontline services
- Survivor expertise and lived experience
- National research and data
- International best practice

This approach ensures that policy influence reflects women's realities.

### **Driving reform of the family law system**

A major advocacy milestone in 2025 was the publication of national research commissioned by Women's Aid examining how victim-survivors experience the Irish family law system, particularly in guardianship, custody, and access proceedings.

#### **The research identified serious systemic failures, including:**

- Minimisation of domestic abuse and coercive control
- Unsafe post-separation outcomes for women and children
- Lack of consistent trauma-informed decisionmaking

#### **Women's Aid used these findings in 2025 to:**

- Advocate for urgent family justice reform
- Call for mandatory domestic-violence-informed training for the judiciary and legal professionals
- Influence national dialogue on custody, access, and child safety

This work positioned survivors' experiences at the centre of reform discussions.

## **Turning evidence into policy change- from advocacy to impact**

### **Influencing legislative and policy change**

Throughout 2025, Women's Aid engaged directly with Government, policy-makers and statutory bodies on legislative and policy developments relating to:

- Domestic violence
- Coercive control
- Perpetrator accountability
- Victim and child protection

This included engagement on proposals to establish a Domestic Violence Register of Judgements, alongside continued advocacy to strengthen protections within existing legal frameworks.

Women's Aid's advocacy remained closely aligned with Ireland's Zero Tolerance Strategy on Domestic, Sexual and Gender-Based Violence, reinforcing the need for:

- Survivor-centred safeguards
- Robust implementation
- Cross-departmental accountability



**Images left to right.**

Women's Aid CEO, Sarah Benson with then newly appointed Garda Commissioner Justin Kelly

Women's Aid took part in a Pro Bono week event hosted by McCann Fitzgerald

Too Into You Coordinator, Mary Hayes, speaking at a 16 Days of Activism Against Gender-Based Violence event in Hungary



### Recognising domestic violence as a driver of homelessness

A significant policy achievement in 2025 was the formal recognition, for the first time, of domestic violence as a key contributor to women's homelessness within a Government Action Plan on Housing.

Women's Aid cautiously welcomed this development as a critical shift in policy understanding, reflecting years of advocacy highlighting the intersection between domestic abuse, housing insecurity, and poverty.

Women's Aid also entered into a partnership with Chartered Institute of Housing in 2025 to promote awareness of domestic violence and abuse awareness among housing providers in Ireland.

This recognition represents an important step towards:

- Improved alignment between housing and domestic violence responses
- Prevention-focused policy approaches
- Safer pathways out of abuse for women and children

### National and international leadership

In 2025, Women's Aid also contributed to international advocacy and knowledge-sharing, participating in high-level global forums addressing violence against women.

At national level, Women's Aid continued to:

- Provide expert input to policymakers and statutory bodies
- Contribute to public consultations and committees
- Ensure survivor voices informed decisionmaking

This work reinforced Women's Aid's reputation as a trusted, authoritative voice shaping policy responses.

## Advocacy impact in 2025

Across 2025, Women's Aid's policy and advocacy work delivered:

- Increased visibility of systemic failures affecting victim-survivors
- Evidence driven influence on family law and justice reform
- Strengthened political recognition of domestic abuse as a structural issue
- Progress towards more survivor-centred, trauma-informed policy responses

Women's Aid's advocacy contributed to tangible shifts in policy debate and reform momentum, supporting safer, more accountable systems.

### Policy submissions and formal engagement

In 2025, Women's Aid made multiple formal policy submissions to Government departments, Oireachtas committees and statutory consultations across justice, housing, and community safety, translating evidence into concrete reform proposals.

- Submission to Consultation on the Sentencing Guidelines and Information Committee – Guidelines on the application of Section 40 of the Domestic Violence Act 2018 (February 2025)
- Women's Aid Submission to the National Housing Plan 2025-2030 (June 2025)
- Women's Aid Submission to the Justice, Home Affairs, and Migration Committee on the Draft General Scheme of the Guardianship of

Infants (Amendment) Bill 2025 (June 2025)

- Submission on General Scheme of the Criminal Law (Sexual Offences, Domestic Violence and International Instruments) Bill 2025 (November 2025)
- Women's Aid National Strategy for Improving Community Safety Issues Paper Submission (November 2025)
- Submission on the Priorities and Policy Programme for Ireland's Presidency of the Council of the European Union 2026 (December 2025)

Link to submissions:

<https://www.womensaid.ie/get-informed/publications/>

# Femicide in Ireland, 2025

## Women's Aid Femicide Watch

Women's Aid records femicide to document the most extreme form of violence against women and to ensure that the lives of women killed through violence are not minimised, misrepresented, or forgotten.

In 2025, seven women died violently in Ireland, as recorded by Women's Aid Femicide Watch. Each of these deaths represents the loss of a woman's life and highlights the continuing reality of violence against women in Ireland.

Femicide does not occur in isolation. Women's Aid's frontline services, advocacy, and research consistently show that lethal violence is situated on a continuum of domestic violence and abuse. Many women killed had been living with coercive control, fear, or abuse prior to their deaths, and in some cases systems and services were aware of risk.

Women's Aid records femicide to:

- Honour the women whose lives have been lost
- Make visible the scale and persistence of violence against women
- Identify patterns and risk factors associated with lethal harm
- Inform prevention, protection, and policy responses

Recording femicide is an act of accountability. It challenges the notion that these deaths are sudden, inexplicable, or unavoidable. Instead, Femicide Watch reinforces what Women's Aid's work demonstrates year after year: violence against women is preventable, and effective

early intervention, consistent protection and perpetrator accountability save lives.

Each woman recorded by Femicide Watch had a life, relationships and a future that was cut short. Women's Aid remains committed to documenting these deaths and to working towards an Ireland where no woman loses her life to domestic violence.

Women's Aid Femicide Watch – Republic of Ireland	2025	2024	2023	2022
Number of women died violently	7	5	9	12

## Dedication

Each woman killed violently is an outrage. An absolute tragic loss of life resulting in utter heartache and trauma for those left behind.

The Women's Aid Femicide Watch is dedicated to all women whose voices have been silenced through violence, and whose boundless potential was robbed of them and their loved ones. We also dedicate this work to the bereaved families, friends, and communities of women murdered enduring unimaginable pain of loss and absence while left to pick up the pieces.

# Too Into You



Launch of the Too Into You Podcast at Hens Teeth, Dublin, February 2025

Intimate relationship abuse affects young people at a formative stage in their lives. Control, coercion, and abuse in early relationships are often hidden, misunderstood, or dismissed as normal expressions of love, jealousy, or care. Many young people do not recognise what they are experiencing as abuse, particularly when there is no physical violence.

Too Into You is Women's Aid's national campaign focused on young people aged 18–25. The project exists to help young people recognise the difference between healthy and unhealthy relationships, understand the red flags of abuse, and know where to seek help.

## A preventative approach to harm

Too Into You is grounded in the understanding that:

- Abuse in young relationships often goes unnoticed
- Early intervention can reduce harm and escalation
- Many disclosures are first made to friends or peers
- Young people seek information online and socially

By meeting young people where they are, digitally, socially, and culturally, Too Into You supports awareness, prevention, and earlier access to support.

## Reach, engagement and visibility in 2025

Digital reach and engagement

**95,710**

website views to [toointoyou.ie](https://toointoyou.ie) in 2025

**3.34 million**

social media reach  
*(paid and organic)*

**19.7 million**

social media impressions

Social media community growth

**10,987**

followers across platforms in 2025  
*(up 42.7% from 7,437 in 2024)*

**7,286**

TikTok

**3,327**

Instagram

Awareness activities

**22** awareness and information stalls

**12** awareness-raising talks delivered

Relationship Quiz

**22,249**

young people completed the Relationship Quiz at [toointoyou.ie](https://toointoyou.ie) in 2025  
*(compared to 19,900 in 2024)*

### **Narrative framing**

Too Into You's growing reach reflects both the demand for accessible information and the willingness of young people to engage with conversations about boundaries, consent, and abuse when these are delivered in relevant, non-judgemental ways.

## **Campaigns, content, and youth voice**

### **From awareness to conversation The #TooIntoYou campaign**

From Galentine's Day (13 February) to International Women's Day (8 March), Women's Aid delivered the annual #TooIntoYou awareness campaign, raising awareness of red flags of abuse and promoting supports available at *toointoyou.ie*.

The campaign:

- Ran across Instagram, Snapchat, and TikTok
- Promoted the Relationship Quiz and online supports
- Highlighted the launch of the Too Into You Podcast
- Combined paid and organic content

The campaign received strong engagement and media coverage, including on Newstalk, the Irish Independent, Her.ie, and Stellar.

### **Always On visibility**

Following recommendations from the Too Into You external evaluation, Women's Aid launched an 'Always On' digital campaign in 2025, delivering monthly ads directing young people to supports at *toointoyou.ie* and keeping awareness consistent year-round.

Monthly organic content focused on themes such as:

- Online safety
- Setting boundaries
- Emotional abuse
- Sexual violence awareness
- Abuse in LGBTQ+ relationships
- Healthy relationships

Content platformed young people's voices through volunteers, survivor ambassadors, and collaborative partners.



Launch of the Too Into You Podcast at Hens Teeth, Dublin, February 2025

### **A new space for deeper conversations: the podcast**

In February 2025, Women's Aid launched the Too Into You Podcast, an evergreen resource designed to explore relationships, consent, coercive control, and abuse in more depth.

#### **Season One highlights:**

- 11 episodes
- Expert insights and survivor voices
- Topics including coercive control, consent, intimate image abuse, emotional abuse, trauma, and LGBTQ+ relationships
- 6,543 downloads in 2025
- Shortlisted for Best Use of Sound at the Digital Media Awards



*Images left to right.*

The Too Into You team, made up of staff and volunteers at Electric Picnic 2025

Too Into You and Women's Aid staff at the AkiDWA Health Fair

Students at the Too Into You stall at Shine Festival

Too Into You at the ÁMLE (formerly USI) Gender-Based Violence conference



## Engagement, collaboration, and the future

### In-person engagement with young people

Too Into You prioritises real-world engagement alongside digital reach. In 2025, the project was present in spaces where young people gather, including:

- Longitude and Electric Picnic festivals
- Marley Park concerts
- The Shona Project Shine Festival (2,500 Transition Year girls)
- HerMoves Festival (2,000 Transition Year girls)
- Transition Year Conference (5,000 students)
- Universities and colleges nationwide

These engagements focused on:

- Recognising red flags of abuse
- Understanding healthy relationships
- Signposting to supports



Young domestic abuse survivor, Jody Duggan was the guest on the second episode of the new Too Into Podcast

### **Collaboration across sectors**

In 2025, Too Into You collaborated with a wide range of partners, including: DRCC, SpunOut, AkiDwA, HerMoves, AMLÉ, LGBT Ireland, BelongTo, Festival Republic, The Shona Project, Muslim Sisters of Éire, and higher education institutions.

The project team also contributed expertise on coercive control and healthy relationships to partner organisations and advisory groups.

Too Into You resources were incorporated into Senior Cycle SPHE curriculum materials, supporting national prevention efforts.

### **Centering young survivor voices**

Too Into You actively involves young survivors in shaping content and messaging. Survivor voices featured across podcast episodes, social media, and events, ensuring that prevention work reflects lived experience.



Some of the fantastic Too Into You volunteers at a Women's Aid conference

## Volunteers and youth leadership

In 2025:

- 15 young volunteers engaged with Too Into You
- 270 volunteer hours completed

Volunteers supported content creation, events, and peer engagement, strengthening the project's relevance and reach.

## Looking ahead

In 2026, Too Into You will continue its strategic growth, including:

- Season Two of the podcast
- A national February awareness campaign
- Expansion of diverse voices engagement
- Continued campus and festival presence
- Development of new digital and written resources

Too Into You reflects Women's Aid's commitment to prevention, early intervention, and youth-informed change. By supporting young people to recognise abuse earlier, understand healthy relationships, and access support, the project plays a vital role in reducing harm now and into the future.

**Section 5**

Building and  
Nurturing  
Effective  
Partnerships



# Strategic Partnerships and Their Value

## **Working in Partnership to Strengthen Safety and Change Systems**

Women's Aid's impact is amplified through strong, trusted partnerships that enable coordinated, effective responses to domestic violence and abuse. No single organisation can meet the complexity of risk, trauma and system failure alone. Collaboration is therefore central to achieving both safety for individual women and lasting social change. During 2025, partnership working underpinned service delivery, prevention, policy influence and system reform at local, national, and international levels.

## **Partnerships That Save Lives**

Women's Aid works in close partnership with statutory and community agencies to respond to women facing the highest levels of risk.

The High-Risk Support Project (HRSP) exemplifies the life-saving potential of coordinated responses. Delivered in partnership with An Garda Síochána and local domestic violence services, the project embeds specialist domestic violence expertise within policing responses, enabling timely information-sharing, risk assessment and safety planning. This partnership approach supports women at risk of serious harm or homicide and strengthens accountability for perpetrators.

Similarly, partnerships with the Courts Service, Inchicore Outreach Centre, and statutory funders enable the continued delivery of the Domestic Abuse Information and Support Service (DAIS) within Ireland's family law courts. Being present at the point where women engage with the justice system allows Women's Aid to provide immediate safety planning, information, and referral, reducing isolation and barriers to support.


## **Strengthening Responses Across Health, Housing, and Justice**

Collaboration with health services plays a critical role in earlier identification and safer responses to domestic abuse. Through partnerships with maternity hospitals and healthcare professionals, Women's Aid supports pathways that recognise pregnancy as a period of heightened risk and opportunity for intervention.

Women's Aid also works with housing bodies, homelessness services, and policymakers to address the growing intersection between domestic abuse and homelessness. Partnership-based advocacy during 2025 contributed to the formal recognition of domestic violence as a key driver of women's homelessness within national housing policy, a vital step towards prevention-focused responses.

## **Learning, Research and Collective Influence**

Women's Aid collaborates with academic, research, and civil society partners to ensure that lived experience informs public understanding and policy development. Research partnerships with universities and independent experts underpin evidence-based advocacy on critical issues including family law, coercive control, and post-separation abuse.



In 2025, Women's Aid also convened and participated in multidisciplinary partnerships focused on the harms of pornography, bringing together researchers, practitioners, and advocates to develop shared strategies for education, prevention, and reform. These collaborations strengthen collective capacity to address emerging and systemic harms that undermine gender equality.

### **Survivor-Informed Collaboration**


Partnership with survivors is integral to Women's Aid's approach. Across services, training, advocacy, and public campaigning, survivor insight informs priorities, strengthens credibility, and ensures that responses remain grounded in lived reality. Women's Aid's collaborative approach recognises survivors not only as service users, but as agents of change within wider systems.

### **Why Partnership Matters**

Through partnership working in 2025, Women's Aid:

- Strengthened coordinated responses to women at highest risk
- Improved access to justice and support at critical system entry points
- Influenced policy recognition of domestic abuse as a structural issue
- Advanced prevention and public understanding through research and collaboration

By working alongside statutory agencies, community organisations, researchers, advocates, and survivors, Women's Aid continues to build responses that are safer, more effective, and more just.





Women's Aid CEO, Sarah Benson with Minister for Justice, Home Affairs and Migration, Jim O'Callaghan TD

In addition to full compliance and fulfilment of our service agreements with our funders during 2025, 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.

Women's Aid actively develops cross-sector partnerships and strategic relationships, enabling the organisation to collaborate and to remain visible, active, and contributing constructively to political, social, and other fora responding to violence against women in all its forms.

## Representation and Membership

In 2025 Women's Aid was represented at:

- Barnardos Childhood Domestic Violence Project: Advisory Committee
- Barnardos Children Living with Domestic Violence Community of Practice
- Children and Young People's Services Committee (DLR & Dublin North)
- Coalition for Children Living with Domestic & Sexual Violence (CLWDSV)
- Courts Services Civic Society Forum
- Family Law Court Development Committee of the Courts Service
- Family Justice Forum
- Legal Aid Board External Consultative Forum
- Legal Aid Board External Consultative Forum – Domestic Violence Subgroup
- LGBTQI+ & IPV Network

- Pavee Point DSGBV Project Advisory Group
- Department of Justice, Public Awareness Sub-Committee
- St Mary's Community Employment Project
- The SAVE Forum
- The Victims' Forum

In 2025, Women's Aid continued our membership of:

- [Charity Retail Ireland](#)
- [Children's Rights Alliance](#)
- [Irish Observatory on Violence against Women and Girls](#)
- [National Women's Council](#)
- [SAFE Ireland](#)
- [The Charities Institute Ireland](#)
- [The Wheel](#)
- [Women Against Violence Europe \(WAVE\)](#)

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 2025 there were meetings with a wide range of stakeholders supporting women in addiction, using homeless services and ethnic minority, disabled, and migrant women.

Section 6

# Strengthening Capability and Expertise



# Ensuring Excellence in Compliance and Governance

## 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). During 2025 the Board also commissioned and took account of the findings of an independent evaluation of the Board functioning and composition, including a skills matrix audit conducted by Carmicheal. The findings were reviewed by the Governance and Risk Committee in conjunction with the Chairperson in quarter one 2025 and then brought to the Board for substantive discussion and agreement of actions arising from the review.

A comprehensive Governance Handbook is in place to support the operations of the Board, in conjunction with the Women's Aid Constitution. During 2025 Women's Aid benefited from a pro bono **Governance Heath Check** undertaken by Arthur Cox LLP which provided immensely useful feedback and recommendations to enhance our Governance and compliance processes and systems.

During 2025 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**. During 2025 Women's Aid was also awarded the **Triple Lock Standard** by the Charities Institute Ireland. The triple Lock Standard is awarded to charities that uphold the highest standards in transparent reporting, ethical fundraising, and strong governance structures. This recognition is the gold standard for Irish charities to offer assurances to donors, members, and the public.

The Board conducted an annual review of the company Risk Register, as a 'living document', with support from the executive and updated it to reflect the changing levels and types of risk the organisation faced in 2025. Please see the section on Risk Register below for additional information.

A strategic 'away day' for the Board and the Senior Management Team was held in October 2025 to ensure connectivity and congruence between the Board and executive in delivery of the strategy.

Finally, Women's Aid is proud to have received the **Good Governance Award** in 2025 for our Annual Impact Report in the category for organisations with an annual turnover between €2.5 million and €10 million. The judges praised the clear use of visuals to illustrate strategic pillars and priorities, noting that our 2024 impact report was particularly strong and well-presented. The Good Governance Awards recognise excellence in annual reports, focusing on how organisations demonstrate transparency and adherence to best governance practices.

During the first year of our new five-year strategy (2025-2029), Women's Aid focussed on further developing its organisational infrastructure. The activities under this priority are ensuring 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, structures, and activities required to deliver Women's Aids goals.

## Strengthening our Economic Resilience and Capacity

Women's Aid strives to maintain and preserve the trust and confidence shown to it by statutory funders over many years. During 2025 the organisation was in receipt of statutory funding from Cuan, the Domestic, Sexual and Gender-Based Violence Agency and the Department of Rural and Community Development (administered by Pobal) to help deliver and expand our core services.

To plan for stability and sustainability into the future, the organisation invested in the development of a detailed and ambitious fundraising strategy which has a supporting operational plan to assist Women's Aid navigate a period of exceptional growth and expansion. During 2025, Women's Aid continued to successfully deliver on its dedicated five-year fundraising strategy and met its targets to ensure continued sustainability for our model of operation following a period of significant growth and development.

The organisation ensures full transparency and accountability for its use of statutory funding and is also compliant with the Guidelines for Fundraising for Charities and a 'Triple Lock' recipient with the Charities Institute of Ireland.

## Ensuring the Organisation has the Capacity to Meet its Business and Operational Compliance Requirements.

The organisation has an Annual Operational Work Plan to support the implementation of this strategy. Support functions underpin the functioning and growth of the organisation. The senior executives systematically explore ways to increase our productivity through I.T. systems and processes and systems and processes are in place to support the needs of the organisation. On a continuous basis, employee training/CPD in key areas of IT capability is put in place.

### Leveraging Technology

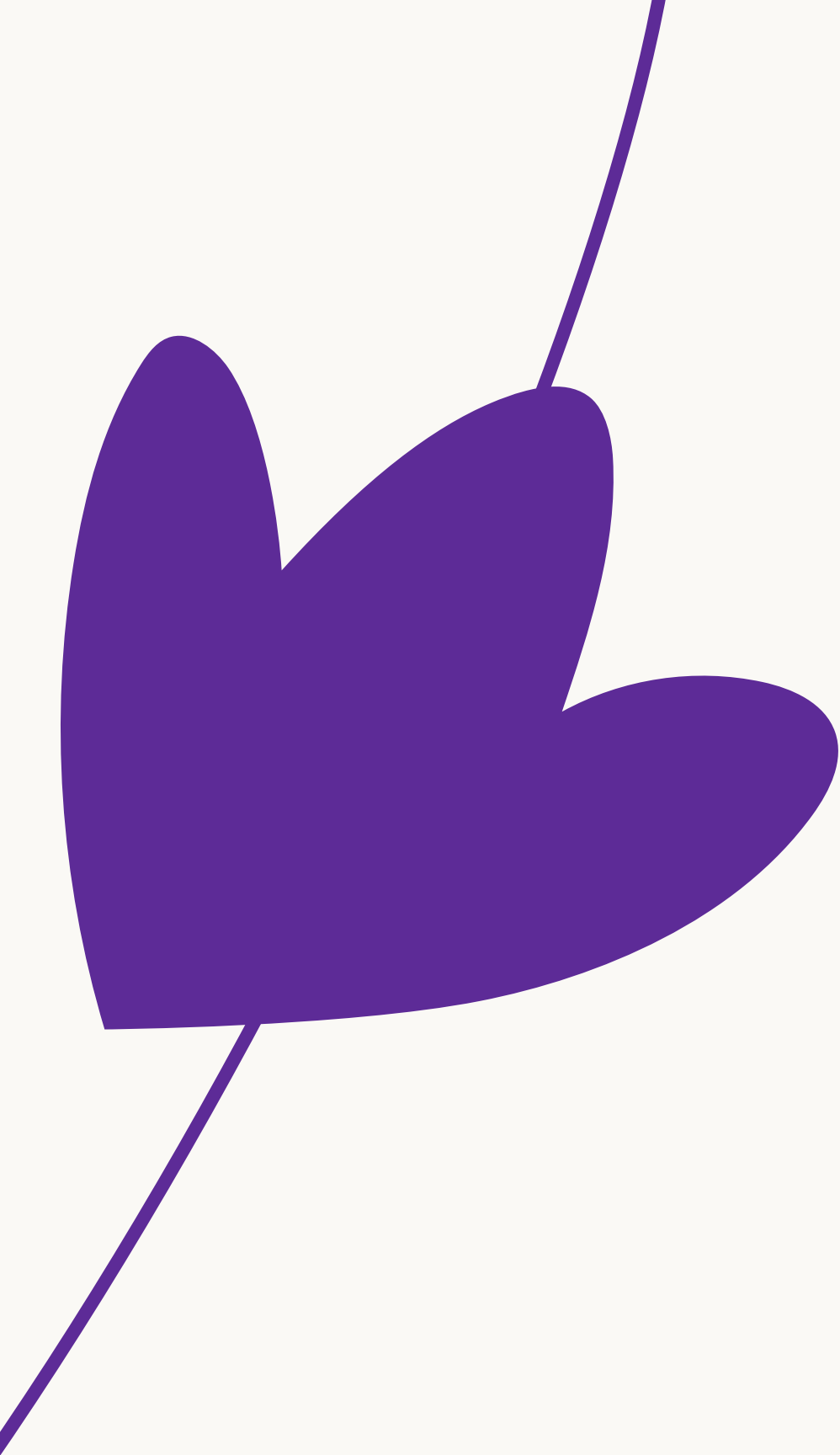
During 2025 the organisation invested further in CRM systems, a new integrated training platform and new technology to support digital fundraising to support effective, innovative, and efficient delivery of service and other operations.

### Accessibility

Women's Aid has an explicit focus on increasing the accessibility of our services and on creating strong referral pathways to partner agencies who can help support the often-complex needs of survivors.

The National Freephone Helpline and our Face-to-Face Support Services continued to offer the Language Line interpretation service for any migrant women accessing support - available in over 240 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. Our Instant Messaging Service is also available with translation services.



Support services meeting in person with women with disabilities will accommodate venues and locations to adapt to their requirements, in line with safe practice. Irish Sign Language interpreters will be provided on request.

All of Women's Aid in person public or private events are held in accessible venues as a matter of organisational policy.

Our websites strive to be accessible and in an easy-to-read format.

Employees who are neurodivergent or have disabilities are supported on a case-by-case basis with equipment, software, or other environmental accommodations to meet diverse needs in a workplace setting.

### **Staff Training and Development**

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

- All staff given a personal CPD training budget based annually.
- Individual staff participated in a wide range of CPD training including on trauma informed care, communications, governance, compliance, health and safety and other topics dependent on specific roles and responsibilities.
- Helpline volunteers who are recruited to support the Helpline support staff undertake a very intensive training, induction, and ongoing support process to ensure excellent service delivery.
- All employees, and Helpline volunteers, undertook phase two of a specialist 'Domestic Violence Trauma Informed Practice' training (following phase one in 2024) delivered by our Training Team, as part of an initiative for the whole organisation to embody trauma informed culture and practice, for all.

### **Stakeholder Feedback**

- Women's Aid continually seeks 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.
- Pro bono support from McCann Fitzgerald is generously made available to the organisation to ensure that its policies in areas such as Child Protection, Data Protection and other related areas of compliance were reviewed and updated as required depending on the policy review schedule or changes in legislation. Both policies were reviewed and updated in 2025.
- 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 our Work is Continually Data Driven and Supported

Data is drawn from multiple sources including frontline service databases, employee surveys, client feedback, funder data, performance metrics for campaigns and current research – some of which we commission ourselves. This is used effectively and ensures that the organisation is continually enabled to generate accurate, timely data about service delivery, in-service performance, user experience, service outcomes, referrals, and service methodologies and to develop coherent and well-conceived policy and advocacy material.

Quantitative and qualitative statistical trends are analysed to identify current and emerging needs of women subjected to domestic abuse, for service development and to support our other operational and strategic objectives.

Women's Aid also continues to advocate to any key State Agencies or bodies who gather/should gather data to ensure they do so and that a 'gold standard' of national data on DSGBV is available, per the requirements of the Istanbul Convention.

Some key examples of this work in 2025 include:

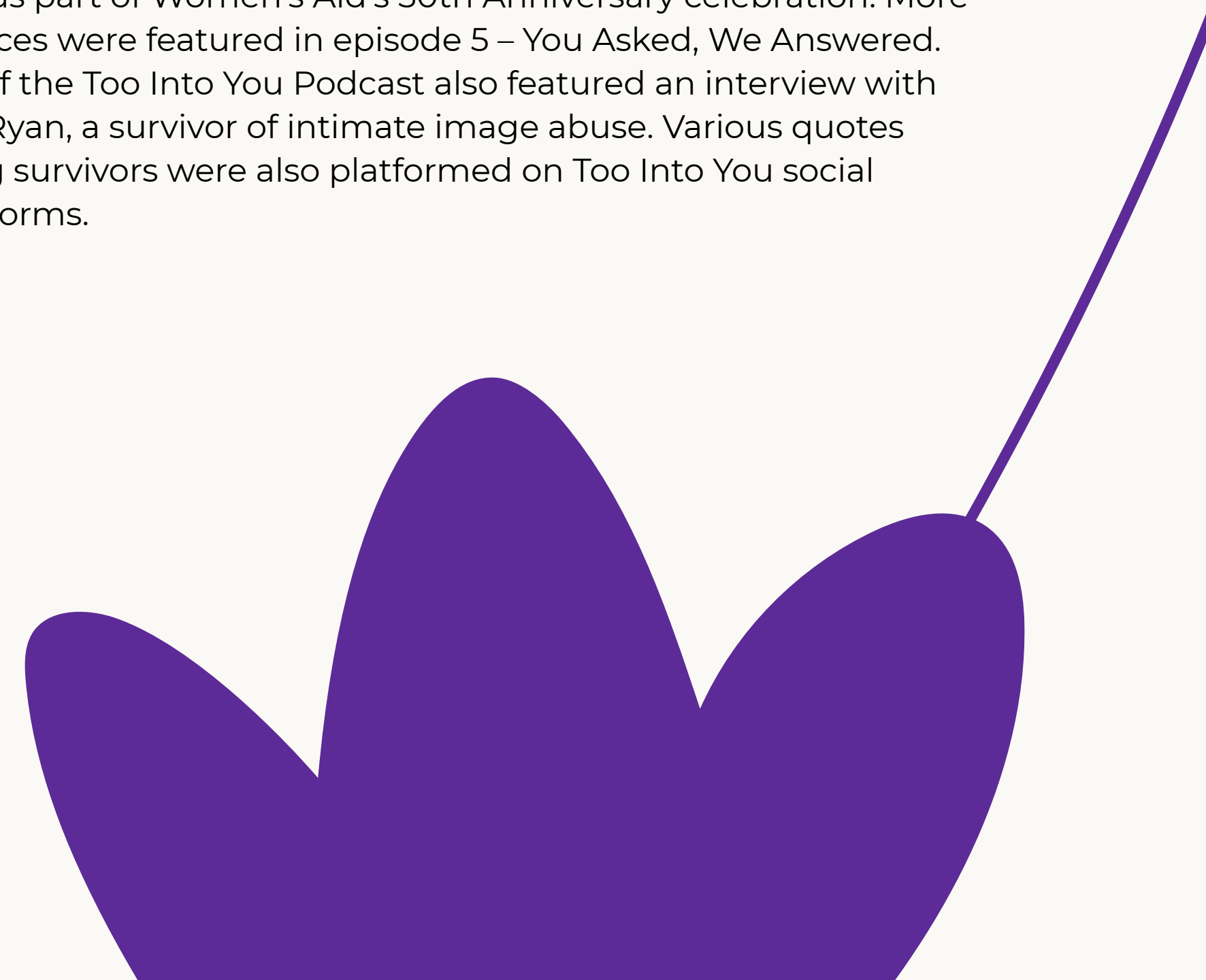
**AI:** The organisation has also begun the process of developing an Ethical AI policy to enable us to harness the benefits of these new technologies and avoid any pitfalls.

**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.

**Research:** Women's Aid commissioned and published several groundbreaking pieces of research which centralised the lived experiences of both adult and child victims/survivors of domestic abuse in contact with the family law system.

**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 responses to combat domestic abuse. All our public events in 2025 incorporated a survivor's direct contribution in some form. Many also offered their anonymised stories in support of awareness and fundraising activities during 2025.

The Too Into You regularly engages young survivors of abuse in project activities. For example, episode 2 of the Too Into You Podcast featured an interview with Jody Duggan, survivor of intimate relationship abuse who acts as a Too Into You Ambassador. Jody also took part in a panel discussion as part of Women's Aid's 50th Anniversary celebration. More survivor voices were featured in episode 5 – You Asked, We Answered. Episode 9 of the Too Into You Podcast also featured an interview with Alexandra Ryan, a survivor of intimate image abuse. Various quotes from young survivors were also platformed on Too Into You social media platforms.





## Aligning Our People, Our Values, and Our Culture

In keeping with our commitment to support women in need and to contribute to an equal society, Women's Aid is conscious of maintaining a positive and supportive environment which lives up to our expressed values of Courage, Co-Operation, Inclusivity, Empowerment, Equality and Change.

Women's Aid wants to attract, develop and retain volunteers and employees who are committed to our vision, purpose, and culture. We seek to recruit a diverse and representative cohort of employees and volunteers and to support and monitor employee engagement in line with our strategy.

As already noted above, we achieved a range of improvements and delivered activities to build and strengthen our team and to make Women's Aid a positive work environment. A sample are noted below.

- Implementation of best practice workplace policies, to enhance existing employee benefits, including policies for employees subjected to domestic abuse, and menstruation and menopause policies all of which have paid leave provisions.
- A Hybrid Working Policy is in place for eligible employees.
- Employee Engagement Survey carried out annually
- Annual gatherings of all staff, volunteers, and board members to promote collegiality and connection.
- Regular team and whole organisational meetings throughout the year for information sharing, celebration of achievements and to promote cohesion.

## Building and Supporting Volunteer Engagement

Volunteers provide crucial support to our National Helpline staff team, and to our Too Into You Project and Charity Shop. All volunteers receive full training and induction relevant to their roles.

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 arranges a gesture of appreciation to acknowledge the wonderful contribution our volunteers make to the organisation.

### Investing in Volunteers Awards

Investing in Volunteers is a national quality standard for best practice in volunteer management. In 2023 Women's Aid undertook a lengthy and rigorous process and was delighted to be awarded accreditation of its volunteer programme supported by Volunteer Ireland. This is a three-year accreditation. There are six quality areas that a volunteer involving organisation needs to work on, and be assessed on, to achieve the award:

1. Vision for volunteering.
2. Planning for volunteers.
3. Volunteer inclusion.
4. Recruiting and welcoming volunteers.
5. Supporting volunteers.
6. Valuing and developing volunteers

The full standard can be downloaded from [www.investinginvolunteers.co.uk](http://www.investinginvolunteers.co.uk)

During 2025 a new and comprehensive volunteer policy was updated in 2025, with an accompanying volunteer handbook.

# Fundraising and Public Support

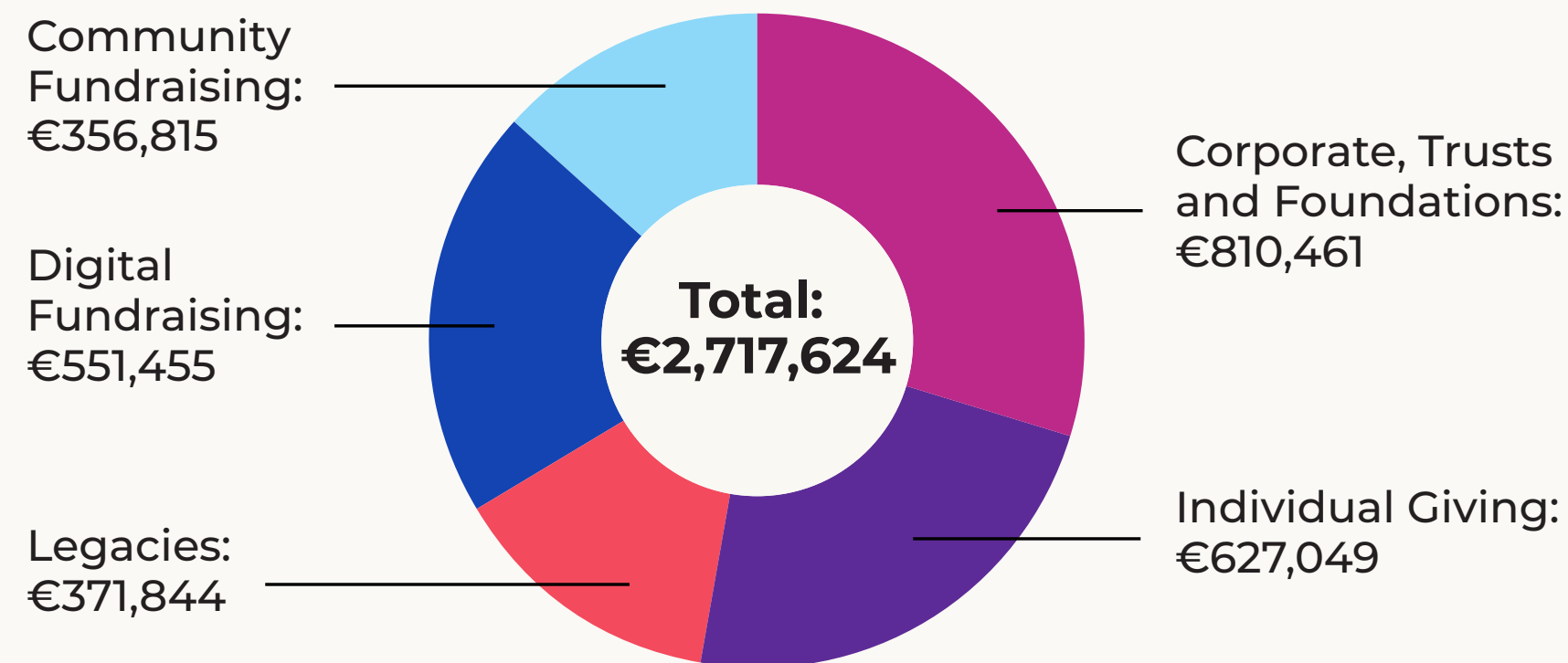


Team Women's Aid at the Dublin Marathon

In 2025, demand for Women's Aid services grew to unprecedented levels. But so did the number of people who supported Women's Aid by organising events in their workplaces, joining challenges in their communities, making generous donations every month, and remembering us as they plan their legacies.

There is strength in numbers. Our community of supporters help ensure that when the next woman doubts herself, questions her reality, or fears she will not be believed, there is somewhere safe and transformative for her to turn. A woman's courage is always her own, but the kindness of our supporters helps ensure that her courage can lead her to a place of safety.

## Fundraising Income Overview 2025



In 2025, Women's Aid achieved the Charities Institute Ireland (CII) Triple Lock Standard. The Triple Lock is a key quality mark, certifying that Women's Aid adheres to best practice in ethical fundraising, financial transparency, and governance.

## Community and Digital Fundraising

It is thanks to the amazing people who fundraise on our behalf that we have been able to help thousands of women and their children to live safer, happier lives, free from domestic violence and abuse. Over the past year, our community has rallied together to show support and solidarity for women subjected to domestic violence.

It was a year of incredible support. Community groups, sports clubs, schools, universities, and individuals came together to take part in fundraising activities throughout the year. From long-distance walking challenges and marathons to coffee mornings and cold swims, our supporters showed extraordinary commitment, at home and abroad.

This collective effort helps ensure that generations of women and children in Ireland are free from the terror of domestic violence.



**Images left to right.**

Castleknock Lawn Tennis Club taking on their Cold Swim for Women in Portmarnock

International Women's Day Coffee Morning celebrations

Louise McKeever climbing to Everest Base Camp for Women's Aid

Mikayla Curran at the London Marathon

Team Women's Aid at the Dublin Marathon





### Key Figures:

- 1,590 people participated in the Cold Swim for Women
- 1,595 people participated in Walk 80K in February
- 1,293 people participated in Walk 100 Miles in September
- 850 people participated in Run 100K in October
- 475 International Women's Day Coffee Mornings hosted
- 50 people took part in the Dublin Marathon
- 77 people participated in other races and challenge events across Ireland

### Corporate Support Giving

Our corporate partners play a vital role in driving meaningful and lasting change. Through their support, Women's Aid can expand its reach, strengthen its services, and respond to the urgent needs of women and children affected by domestic abuse.

### Case Study: L'Occitane

L'Occitane has been a valued corporate partner of Women's Aid since 2022. Women's Aid's Internal Emergency Fund for Women and Children is supported by L'Occitane's Empowering Women Grant. This fund supports women with urgent and practical needs including home security measures, utility bills, groceries, and Christmas vouchers. L'Occitane's commitment to supporting our work is also demonstrated through their till donation initiative across their stores. To date, the partnership has raised over €75,000.

In 2025, Women's Aid was also selected as one of six charities supported through the PTSB Community Partner Programme. Staff fundraising efforts, including an abseil at Croke Park, raised €270,000 across the chosen six charities.

Women's Aid is deeply grateful to corporate supporters who hosted International Women's Day Coffee Mornings in their workplaces, raising over €40,000, and to organisations that fundraised, ran, and took part in digital challenges throughout the year.

Thank you to: Avolon, Mitchell McDermott, Dentsu Ireland, McCann Fitzgerald, Ernst & Young, Dell, Microsoft, and Crowe.

Women's Aid also gratefully acknowledges continued support from Allianz Ireland, Arthur Cox, Core and Imbibe. These powerful partnerships are built on shared values and a commitment to an equal Ireland with zero tolerance for violence against women and children.



PTSB presents a cheque for €45,000 to Women's Aid Corporate & Philanthropy Project Leader, Caoimhe O'Connor

“PTSB Community brings our people and communities together for social good. For us, it’s about supporting the work of Irish-based charities, like Women’s Aid, that are making a real difference in communities across the country.

With more c.100,000 votes cast by the Irish public through both our website and mobile app, during 2025 we were proud to welcome Women’s Aid to the PTSB Community programme, alongside five other partners.

For our partners, numerous fundraising events were organised and managed by our colleagues from around the Bank throughout the year including: a Payroll Giving Campaign, Late Late Toy Show Ticket Raffle, Christmas

Mega Raffle, Bake Sales, Marathons, and an Abseil Challenge from the roof of Croke Park. All money raised during the year was match funded by the Bank, for an overall donation to our six PTSB Community partners of €270,000.

Since its establishment, PTSB Community has contributed more than €2.5m million in funding to Irish community organisations, supporting local communities across the country.”

- **Courtnee Kyle, Head of Sustainability, PTSB**



Images left to right.

Crowe's International Women's Day Fundraiser

Team Microsoft at the VHI Women's Mini Marathon

### Trusts, Foundations and Grants

In 2025, Women's Aid secured grants from a number of trusts and foundations to support key programmes and projects.

- €95,000 from the RTÉ Toy Show Appeal, in partnership with Community Foundation Ireland, supported the expansion of the Too Into You project
- €30,000 from Community Foundation Ireland funded a national convention on the harms of pornography, bringing together national and international experts to address impacts on gender equality, healthy sexual development, and online safety

### Individual Giving and Legacy Support

Every day, thanks to the care and generosity of supporters, women receive safety planning, counselling, one-to-one support, court accompaniment, emergency grants, and security measures, alongside national advocacy to end domestic abuse at its root.

For real change to happen, it takes all of us. It takes community.

In 2025:

- Over 900 donors gave monthly
- 4,797 people supported the Direct Mail programme
- 11 legacy and in memoriam gifts were received
- €95,903 was raised through the Charitable Donation Scheme (tax-efficient giving)



### Gifts in Wills and In Memoriam

Legacy and in memoriam gifts create a lasting impact across generations, providing security, dignity, and life-changing support to women and their children.

In 2025, Women's Aid received 11 such gifts. Each is honoured with a candle lit in remembrance, symbolising the enduring difference these supporters make.

“The help from Women's Aid, and incredible supporters like you, gave me the strength and clarity I needed to take steps to protect my family. None of it would have been possible without you. You have no idea how powerful your support is. Because of kind people like you, my daughter and I are safe, and Women's Aid was there for me when I reached out.”



The Women's Aid legacy candle lighting for one of our wonderful legacies and in memoriam donors



Women's Aid Head of National Helpline Services, Linda Smith and Individual Giving and Legacies Project Leader, Cora Moore with MyLegacy.ie chair, Niall O'Sullivan, launching My Legacy Month 2025



The Dundrum Village Charity Shop

### **Dundrum Village Charity Shop: A Community Legacy**

After more than 20 years at the heart of Dundrum Village, the Women's Aid Charity Shop closed its doors in September 2025, marking the end of a valued and long-standing community presence.

Located on Main Street, the shop was a familiar and trusted space, supported by generations of local customers, donors, staff and volunteers. Over two decades, it became more than a shop, it became a place of connection, generosity and shared purpose within the community.

Throughout its years in operation, the Dundrum Village Charity Shop raised vital funds that directly supported Women's Aid's work with women and children experiencing domestic violence and abuse across Ireland.

Its success was driven by the dedication of its team, led by long-time manager Marie McArdle (pictured left), alongside committed staff and volunteers who sustained its work year after year.

While the closure marks the end of an era, Women's Aid extends sincere thanks to everyone who supported the shop over the years. Its legacy lives on in the impact it made; raising funds, building awareness, and strengthening the community support that underpins Women's Aid's work.

### **Support Through Donated Goods and Services**

Women's Aid is deeply grateful for the generous support received through donated goods, facilities and services during 2025. This contribution, valued at €539,959, represents a significant increase on the previous year and reflects the strong commitment of individuals, partners and organisations who continue to stand with women and children affected by domestic abuse.

These in-kind donations play an essential role in sustaining and strengthening our work, enabling us to maximise resources, enhance service delivery and direct more funding towards frontline supports. We extend our sincere thanks to all those who contributed their time, expertise and resources throughout the year; your support makes a tangible and lasting difference.

# Board Roles, Skills, and Attendance

## Board of Trustees Biographies



### Ailbhe Smyth (Chairperson)

Ailbhe Smyth is a long-time campaigner on feminist, LGBT, and other social issues. Most recently, she played a leading role in the marriage equality referendum campaign in 2015 and was Co-Director of the Together for Yes campaign to repeal the 8th Amendment.

She was the founding head of Women's Studies at UCD where she lectured for many years.



### Suzanne Handley (Treasurer)

Suzanne is skilled in Finance, Management Accounting, Governance, and Organisational Development.

She is an experienced Finance Manager with a demonstrated history of working in the not-for-profit and private sectors over the past 25 years.



### Mary Patricia Acom

Mary Patricia Acom is Compliance & Audit Officer and Trainee Solicitor at Keoghs Ireland LLP. She has served in various capacities including as Deputy CEO and Domestic, Sexual and Gender-Based Violence (DSGBV) Support Coordinator at AkiDwA, the national network for migrant women in Ireland. She brings over a decade of experience in legal practice, human rights advocacy, and programme leadership, with a professional background spanning Uganda and Ireland.

She holds a Master of Laws (LLM) in Global Legal Studies from Maynooth University, a Postgraduate Diploma in Revenue Law and Tax Administration from the East African School of Taxation, a Bachelor of Laws (LLB) from Makerere University, and a Postgraduate Diploma in Legal Practice from the Law Development Centre in Kampala. She is also a certified sexual health promoter, having completed the HSE's Foundation Programme on Sexual Health Promotion.

Patricia has led a range of initiatives that advance justice, equality, and social inclusion. In Uganda, she managed the Uganda Law Society's Legal Aid and Pro Bono programmes as Senior Legal Officer and currently serves on the Board of the Ngora High School Alumni Multi-Purpose Cooperative Society, where she provides legal advisory support. In Ireland, she has coordinated major projects including the United Nations International Decade for People of African Descent Ireland (UNIDPADI) and AkiDwA's Sexual and Reproductive Health and Rights (SRHR) project. Her work consistently prioritises supporting survivors of gender-based violence, improving access to services, and empowering marginalised communities.



### **Megan Conway**

Megan is a Partner in the Consulting practice at Ernst & Young (EY). She has a particular interest in purpose-driven transformation and has worked alongside a wide variety of companies in Ireland, the UK, and more broadly across Europe.

In recent years Megan's focus has been supporting organisations with navigating the energy transition, advising clients how they can use the power of people, technology, and innovation to make strides towards net zero.

She is passionate about diversity, equity, and inclusion and is the sponsor of EY's Women in Tech network. Megan holds an LLB in Law from the University of Sheffield.



### **Golda Hession**

Golda Hession is a solicitor at Arthur Cox LLP. Golda advises international and domestic companies, as well as public sector bodies, on all aspects of corporate law and governance, as well as a wide range of regulatory and commercial matters.

Golda has a particular focus on corporate governance and securities law issues for listed companies and advises some of Ireland largest companies, with a focus on the financial services, industrials, food and beverage, and transport sectors.

Golda holds a BCL (Law and French) from University College Cork and an LLM (European Legal Studies) from the College of Europe, Bruges. She was admitted as a solicitor in Ireland in 2016.



### **Sunniva Finlay**

Until recently, Sunniva was the CEO in Ballyfermot STAR, a position she held for the past 20 years. During that time, she developed a rehabilitation programme, family support services, and an early years setting for children whose parents are substance users. She is committed to the development of social justice and restorative practices.



### **Brian Killoran**

Following his studies in University of Galway and Dublin City University, Brian joined the Immigrant Council of Ireland as an Information Officer in 2004, working directly with people from a migrant background and their families to assist them in navigating the Irish immigration system and having their rights realised. Brian went on to manage key areas within the Immigrant Council, including its Information and Referral Services and Integration related activities, including the organisations work on gender-based violence as experienced by women from a migrant background.

In March 2015, Brian was appointed CEO of the Immigrant Council of Ireland and led the organisation for ten years. Following his stepping down as CEO in March 2025, Brian is an independent consultant working in the areas of migration, integration, and human rights. In that capacity, he has been appointed to the role of National Coordinator of the Ukraine Civil Society Forum, a network of 121 national and community organisations across Ireland working in support of the Ukrainian community displaced by the Russian invasion of Ukraine in 2022.



### **Lucy Maguire**

Lucy Maguire is a qualified Mediator having completed a Post-Graduate Diploma in Conflict and Dispute Resolution. She recently graduated from Trinity College Dublin with an MPhil in International Peace Studies with a Thesis on gender-based violence. Lucy has developed a keen interest in the areas of social justice, diversity, and equality. In 2005 she was appointed by the Government to Chair Ireland's National Action Plan against Racism and launched one of Europe's first Action Plans.

Lucy has over 30 years' experience in the Telecoms and Media sectors. She was the Chief Operations Officer in EsatTelecom and an advisor to Esat Digifone in its bid and launch as Ireland's second mobile operator. She is a founding director of the Digicel Group and serves on its Board of Directors. Most recently Lucy was Chair of the Communicorp Group prior to its sale in 2021. The company owned and operated radio stations across Ireland, UK, and Europe. Previous Board directorships include Independent News and Media, Topaz Energy Group, Ulster Bank Ltd, Special Olympic World Games (2003), and Advisory Board Tesco Ireland.



### **Martina Quinn**

Martina Quinn is the Founder and Managing Director of Alice PR & Events, an independent, values-led agency that provides accessible and quality communications services to clients in the non-profit, public, and private sectors. She has 20 years' experience in PR and, over the course of her career, has worked on issues ranging from gender equality and reproductive rights to climate action, migrant rights, housing, and homelessness, and access to education, training, and employment opportunities. Her work is underpinned by her belief in PR with a purpose, i.e. the power of communications to effect positive social change.

In addition to her involvement with Women's Aid, Martina is a member of the Board of the Public Relations Consultants Association, the representative body for PR agencies in Ireland. She also sits on the Board of the Liberties Training Centre. In the past, she served as Chair of the Boards of the anti-racism charity Show Racism the Red Card and of D8CEC, which provides second-chance education for adults in Dublin 8 and surrounding areas.



Members of the Board of Directors of Women's Aid, with CEO Sarah Benson at the 50<sup>th</sup> anniversary closing event in December 2025

L-R Brian Killoran, Lucy Maguire, Ailbhe Smyth, Sarah Benson, Sunniva Finlay, Mary Patricia Acom, Martina Quinn.

## Governance, Board Oversight, and Stewardship

### Board Skills and Experience

Women's Aid's Board of Directors brings together a diverse and complementary mix of skills, professional expertise, and lived commitment aligned to the organisation's mission and strategic priorities.

Collectively, the Board demonstrates strength across:

- Governance and regulatory compliance
- Finance, audit, and risk management
- Legal and human rights expertise
- Gender equality, feminist advocacy, and social justice
- Organisational leadership and strategic planning
- Communications and public engagement
- Migration, diversity, and inclusion
- Community, voluntary, and not-for-profit leadership

This blend of skills supports robust decision-making, independent oversight, and informed challenge, ensuring Women's Aid remains accountable, sustainable, and survivor-centred.

### **Board Attendance and Engagement**

The Board meets regularly throughout the year, with attendance monitored and disclosed as part of Women's Aid's commitment to transparency and accountability.

- Board meeting attendance is consistently high
- Attendance records are reviewed as part of governance oversight
- Directors actively participate in strategic discussions, risk oversight, and organisational review

Clear disclosure of attendance reflects the Board's active engagement and collective responsibility for governance.

### **Board Committees and Oversight Structures**

To support effective governance, the Board operates through a number of standing committees, each with defined terms of reference, delegated authority, and reporting responsibilities.

### **Audit and Risk Committee**

The Audit and Risk Committee plays a central role in stewardship and oversight. Its responsibilities include:

- Oversight of financial reporting and audit
- Monitoring the risk register, risk appetite, and mitigation measures
- Reviewing internal controls and organisational resilience
- Supporting compliance with Charities SORP, Companies Act requirements, and regulatory obligations

This committee provides detailed scrutiny and reports directly to the Board.

### **Governance and Nominations Committee**

This committee supports:

- Board effectiveness and succession planning
- Director recruitment, induction, and training
- Review of governance policies, including conflicts of interest
- Periodic board evaluations and governance reviews

### **Remuneration and People Oversight**

The Board oversees remuneration and people-related governance through:

- Review of senior staff remuneration structures
- Oversight of pay policy compliance and transparency
- Consideration of organisational culture, wellbeing, and capacity

### **Risk Management and Stewardship**

Women's Aid operates a formal and active risk management framework, overseen by the Board and Audit and Risk Committee.

Key features include:

- A clearly defined risk appetite
- Identification of principal organisational risks, including operational, financial, reputational, and compliance risks
- Regular review of risk mitigation actions
- Alignment of risk management with strategic priorities and operational planning

This approach ensures emerging risks are identified early and managed proactively.

### **Compliance and Governance Standards**

Women's Aid confirms:

- Full compliance with the Charities Governance Code
- Ongoing adherence to the CII Triple Lock Standard
- Application of Charities SORP (2019) and FRS 102 in financial reporting
- Regular review and updating of governance policies

The Board commissions external reviews where appropriate and has demonstrated responsiveness to feedback arising from technical assessments and governance evaluations.

### **Board Effectiveness and Continuous Improvement**

The Board is committed to continuous governance improvement. Recent and ongoing actions include:

- Board and committee effectiveness reviews
- Review of the risk register and remuneration framework
- Strengthening integration between strategy, risk, and performance oversight
- Responding to external governance feedback to improve clarity and transparency

This reflects a culture of learning, accountability, and good stewardship.

# Women's Aid Performance Summary

The following KPIs demonstrate delivery against Women's Aid's three Strategic Priorities for 2025–2029, combining service demand, impact, partnership activity, and organisational sustainability.

## Strategic Priority 1 – Creating Social Equality

KPI	Target/Expectation	2025 Result	Notes/Trend
Total frontline contacts	Meet rising national demand	<b>37,790 contacts</b>	+11.5% on 2024; busiest year on record
National Freephone Helpline contacts (24/7)	Maintain 24/7 access and capacity	<b>28,179 contacts</b>	+15.5% YoY; growth across all channels
Helpline conversation time	Respond to complexity of cases	<b>5,031 hours</b>	+10% YoY; longer and more complex engagements
Language accessibility	Ensure access for migrant callers	<b>799 interpreter-supported calls; 35 languages</b>	63% non-EU languages
Face-to-face & specialist service contacts	Maintain access to in-person support	<b>9,611 contacts</b>	Increase despite system pressures
Women supported (face-to-face)	Provide direct support to women at risk	<b>1,543 women</b>	Lower distinct numbers due to repeat support
High Risk Support Project (HRSP)	Expand high-risk response nationally	<b>267 women; 562 children</b>	Operating across almost all Garda Regions
Maternity Outreach Service	Early intervention for pregnant/post-partum women	<b>187 women supported</b>	92% first-time users
Disclosures of abuse	Evidence scale of harm	<b>62,275 disclosures</b>	Significant increase; women and children
Internal Emergency Fund for Women and Children	Provide crisis financial support	<b>€86,515 distributed</b>	Food, utilities, legal costs, home security
Media coverage	Maintain public awareness	<b>2,977 mentions</b>	Peaks around campaigns and report launches
Social media community	Grow reach and engagement	<b>156,000+ followers</b>	Continued year-on-year growth
Training and awareness reach	Build sector capacity and prevention	<b>1,680 people reached</b>	Lower volume due to platform investment
Centre for Learning and Practice Development	Establish national practice framework	<b>Centre launched by Training and Development department</b>	Shift to embedded, trauma-informed practice
Too Into You – prevention reach	Engage young women (18–25)	<b>95,710 views; 3.34m reach; 6,543 downloads; 22,249 quizzes</b>	Strong digital growth

### Strategic Priority 2 – Building and Nurturing Effective Partnerships

KPI	Target/Expectation	2025 Result	Notes/Trend
Policy and advocacy outputs	Influence national reform	<b>6 submissions</b>	Justice, housing, and community safety
Partnerships to address the Harms of Pornography	Continue to build momentum towards a coalition	<b>60 delegates at Strategic Think-In, core group formed to agree terms of reference</b>	Movement building in full momentum
Representation on Fora	Maintain strong presence	<b>18+ EU, national/local groups</b>	Maintained strong presence

### Strategic Priority 3 – Continually Strengthening Capability and Expertise

KPI	Target/Expectation	2025 Result	Notes/Trend
Continue to grow and diversify income streams	To support sustainability and growth	<b>€5.38M from multiple income sources</b>	+10.8% growth
Adequate reserves in line with our Reserves Policy	To support our strategic plan and ensure our services could continue in an economic downturn	<b>6 months operating reserves plus detailed schedule of designated reserves</b>	Sufficient reserves to support our 2025-2029 strategy
Continue to grow Statutory Funding	To support sustainability	<b>Additional core funding secured in 2025</b>	+13% growth
Strong financial compliance	Clean unqualified audit	<b>Clean Audit achieved</b>	Proven track record of financial compliance
Staff Training	Ensure all staff receive training	<b>All staff received CPD budget and access to the training modules on the new CLPD Platform.</b>	Organisation-wide initiative.
Staff Retention & Engagement	Maintain staff numbers and engagement.	<b>59 staff and staff engagement survey.</b>	Staff numbers and engagement maintained.
Volunteer Recruitment and Engagement.	Maintain volunteer numbers and engagement.	<b>31 volunteers (13 National Helpline, 15 with the Too Into You project and 3 Charity Shop volunteers over the course of the year) with 2,181.5 given.</b>	Volunteer numbers and engagement achieved.

# Trustees' Report

## Objectives and Activities

### Policies and Objectives

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, specialised, integrated, domestic violence services to protect and assist women and children experiencing domestic violence. These high-quality specialised services include, but are 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 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.

During 2025, Women's Aid delivered the first year of its new five-year [Strategic Plan 2025-29](#), which sets out the organisation's vision, purpose and values as follows.

### Vision

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

### Purpose

Women's Aid is a national feminist organisation working to prevent and address the impact of domestic violence and abuse including coercive control. We do this by:

- Advocating, influencing, training, and campaigning for effective responses to prevent and reduce the scale and impacts of domestic violence and 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.

To achieve our vision of zero tolerance of domestic violence and abuse and all forms of violence against women, Women's Aid:

1. Acts with **courage** to boldly challenge patriarchal systems, structures, and attitudes in all aspects of our work.

2. Works in **co-operation** to share knowledge, skills, and expertise to achieve shared goals and improve responses to domestic violence and abuse.
3. Strives to embed **inclusivity**, diversity, and accessibility across all our work.
4. Supports the **empowerment** of women to exercise agency on their own behalf as a right, whatever their circumstances.
5. Believes that achieving **equality** in status, rights, and opportunities for all women is essential to address the causes and consequences of domestic violence and abuse.
6. Works to achieve positive **change** for everyone through a combination of individual, community based, and social action.

### Achievements and Performance 2025: 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 2025-29, we framed our plan around three strategic priorities.

The organisation set out a pathway to achieve its three strategic priorities in the Strategic Plan through the articulation of *overarching goals* with *specific objectives, strategic actions, and key measures of success* for each priority.

While the Women's Aid Annual Impact Report 2025 will give more detail on our activities during the year, below is a summary of the three Strategic Priorities and the company's performance as it relates to these.



### Three Strategic Priorities

In the Women's Aid Strategic Plan 2025-29, there is a primary strategic priority (priority 1) which is supported and enabled by priorities 2 and 3.

#### Strategic Priority 1 – Creating Social Equality

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

- **Overarching Goal:** Delivering a coordinated, inclusive, and coherent programme of work comprising: - direct services, training, advocacy, and educating through awareness-raising work that is focused on prevention, support, and driving positive social change.

#### Strategic Priority 2 – Building and Nurturing Effective Partnerships

- **Overarching Goal:** To continue developing and strengthening cross sector partnerships and strategic relationships; enabling Women's Aid to cooperate and effectively contribute to political, social, and other fora responding to violence against women in all its forms.

#### Strategic Priority 3 – Continually Strengthening Capability and Expertise

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

# Financial Review

## Financial Results

The 2025 financial results are set out in detail on pages 125-126 of the financial statements. The surplus for 2025 amounted to **€458,507** (2024 surplus: €166,063).

## Income

In 2025, total income has increased by 10.83% to **€5,379,794** (2024 income: €4,854,268). This increase is mainly due to:

1. Increased statutory funding. In 2025 statutory funding increased by 13.31% to €1,923,345 (2024: €1,697,401).
2. An 8.34% increase in fundraising income. (2025: €2,717,264 and 2024: €2,508,512) Legacy income showed substantial growth in 2025 (2025: €371,844 and 2024: €29,500).
3. A very significant increase in income earned from donated goods, facilities and services which amounts to €539,959 in 2025 (2024: €244,501).

## Charity Shop

In September 2025, our Charity Shop in Dundrum ceased trading permanently. The lease expired in September 2025 and was not renewed as the landlord was selling the building. After a detailed viability review, the Board concluded that it would not be viable to open a new Charity Shop in an alternative location. The lost income is to be generated through alternative fundraising initiatives.

## Training and Development

In 2025 our Training and Development Income totalled €72,454 (2024: €212,714). Our Training and Development department offers a range of specialist courses designed to enhance understanding of domestic abuse. In 2025, in line with their business plan, the Training and Development team launched the Centre for Learning and Practice Development. They prioritised the development of new e-learning modules and the on boarding of a new digital platform to further enhance their training offer.

## Expenditure

Total investment on fundraising and charitable activities in 2025 was **€4,921,287** (2024: **€4,688,205**). This represents an expenditure increase of **€233,082** or 4.97% year on year. This movement in costs is primarily due to:

1. An increase in employee costs amounting to €258,529. These costs are allocated to charitable activities, fundraising, and support. Employee costs and remuneration are discussed further in this report.
2. Increased investment in fundraising direct costs totalling €40,744. This is in line with our five-year fundraising strategy. These increased costs relate primarily to continued investment in our Regular Giving recruitment campaign to grow regular donors as well as increased investment in our Digital Fundraising campaigns.
3. Direct expenditure of our charitable activities is €80,301 lower in 2025 than 2024. This is primarily because there were one off costs in 2024 relating to three research projects as well as one off evaluation costs for the Maternity Outreach and High-Risk Support Projects.

4. The External Emergency Fund for Women and Children did not run in 2025 resulting in an expenditure decrease of €300,000. However, this decrease is offset by increased expenditure of €295,458 due to an increase in donated goods and services which we are obliged to reflect as costs in our accounts in line with SORP FRS102 reporting requirements.

### Support Costs

Support costs are the costs that support the work of Women's Aid but do not directly undertake charitable activities. These costs include employee and associated costs relating to IT, human resources, finance, governance, facilities, and other central functions. These services are essential as they support Women's Aid in achieving its charitable objectives. Total support costs for the year amounted to €660,551 (2024: €571,185). The increase in costs was due to investments in the staff team working in our Business Support and Finance function, further investments in our IT infrastructure, and in addition there were donated services and facilities which we are obliged to reflect in our accounts as expenditure in line with SORP FRS 102, as noted previously.

### Sources of Funding

Women's Aid received less than 50% of statutory funding for running costs in 2025.

Income from statutory sources during 2025 provided vital support to the organisation in the delivery of frontline services, training delivery, and strategic public awareness raising. Some **35.75%** of income recognised in 2025 was funded by statutory sources (2024: 34.97%). Statutory funding accounted for **39%** of expenditure in 2025 (2024: 36.21%).

The balance of 2025 expenditure (61% of costs) was sourced through fundraising donations and non-statutory grants, training income, and charity shop income. To ensure future sustainability, the organisation works continuously to diversify its revenue streams.

### Reserves Policy

Women's Aid has a reserves policy to ensure that the organisation's critical services could continue during unexpected or challenging economic times. Reserves are needed to bridge any gaps between income and expenditure; to mitigate against any delays or unplanned cessation in public funding. Reserves also enable the organisation to be in a position to take advantage of unexpected opportunities which are in line with our current strategy and consider the cost of making employees redundant.

The organisation seeks to maintain an amount equivalent to a minimum of six months operating costs. The reserves policy provides essential accountability to the clients we serve, our public supporters, and other stakeholders, and assures them that the organisation's activities are sustainable.

The Finance, Audit, and HR Committee review the levels and adequacy of reserves as part of the annual budget process. They also consider the demand for our services, the current economic situation, and other environmental factors that may impact the future funding of Women's Aid. This review has been submitted to the Board for approval. The Board is satisfied that Women's Aid is reasonably placed to meet its ongoing obligations and that our level of reserves is satisfactory. In 2025, Women's Aid launched its new five-year strategy; our current level of reserves will allow expenditure on various planned projects and initiatives under this strategy.

The organisation has budgeted for a deficit in 2026. The current level of reserves will enable Women's Aid to continue to deliver critical services, consolidate and develop our work in line with our new strategy and cope with any unexpected circumstances.

## Reserves 2025

The total available reserves as of 31 December 2025 are **€6,089,156**. (2024: €5,630,649)

- Of this, €94,242 (2024: €3,569) was held in restricted funds, as the funds were donated for a specific purpose
- €340,942 (2024: €1,362,667) are held in general unrestricted funds. Unrestricted funds are available to spend on activities that further any of the purposes of the organisation
- €5,653,972 (2024: €4,264,413) are held in designated funds. These funds are designated to various projects and initiatives outlined initiatives outlined in detail on the next page.

### In 2025, expenditure funded by designated reserves is broken down as follows:

Expenditure	Total
HR system	€ 2,796
Maintenance Head Office and Charity Shop	€ 1,510
Strategic Planning - including Board evaluation, Senior Leadership Team & Board Away Day, and new Strategic Plan 2025-2029	€ 28,050
Internal Emergency Fund for Women and Children 2025	€ 66,065
Too Into You Project	€ 80,611
Research - 'Custody and access / Family Law'	€ 32,869
Zero Tolerance Costs	€ 3,853
Counselling project - Services	€ 3,390
Salaries - 2 Employer Engagement Trainers and 1 Health Trainer	€ 157,951
E Learning module development - Training and Development	€ 40,000
Strategic Communications consulting and salary costs	€ 69,631
Women's Aid 50th Anniversary Event	€ 7,435
<b>TOTAL Expenditure funded by Designated reserves 2025</b>	<b>€ 494,161</b>

## Designated Reserves at Year End 2025

The board have reviewed and approved designated reserves totalling **€5,653,972** (2024: €4,264,413) for the purposes set out in the table on the next page.

This includes an approved transfer from unrestricted reserves to designated reserves totalling **€1,883,720** (2024: €671,213). This increase in designated reserves is to ensure funds are ringfenced for planned initiatives in line with our new strategic plan.

€2,729,000 of our designated funds are ringfenced for 6 months operating costs in case of closure (2024: €2,463,000).

## Designated Reserves as at December 2025

Designated purpose	Description	Total
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 6 months operating costs which includes employee redundancy costs.	€2,729,000
HR system	Subscription costs for HR software to support our growing team with time on/off management and our HR function	€3,726
Maintenance of Women's Aid Head Office	To ensure our listed building is fit for purpose to facilitate essential service delivery	€53,490
Strategic Planning	To fund the annual strategic 'away day' for the Board and the Senior Leadership Team which ensures connectivity and congruence between the Board and SLT in delivery of the new Women's Aid 2025-2029 strategy.	€11,000
Internal Emergency Fund for Women and Children 2026-2028	Providing direct, practical assistance to women and their children accessing Women's Aid direct services, for disbursement over three years.	€330,000
Too Into You Project costs 2026-2027	To support the dedicated work to raise awareness and offer support to young women (18-25s) subjected to or at risk of intimate relationship abuse.	€216,093
Survivor Engagement Programme 2026-2027	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.	€164,967
Zero Tolerance Fund	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.	€113,077
Counselling project - Services	To resource and offer counselling support to Women's Aid direct services users (at the point of case closure with Women's Aid direct services) to further support trauma healing.	€39,550
Salaries Training and Development 2026-2027	The designated sum includes salary funding for 3 trainers for two years. It includes one Health Trainer and two trainers for the Employer Engagement project (EEP). The EEP helps employers to increase workplace supports to victims and survivors of domestic abuse.	€367,212
E Learning - Training & Development	To fund the development of a legal eLearning module designed to inform those who have a role in supporting survivors to navigate the Irish civil and criminal justice system. Also funds the development of micro eLearning modules on the harms of pornography and disability.	€20,000
Strategic Communications consulting and salary costs 2026-2027	Designated to non-statutory funded salary and policy consultancy costs for our Strategic Communications department.	€152,149
Homeless Project 2026 -Services	Funds ringfenced to explore a new co-operative project to improve supports to women subject to domestic abuse, who are in homeless services.	€55,494
External Emergency Fund for Women and Children 2026	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.	€450,000
Team Leader Services and Financial Accountant 3-year salary costs from mid-2026	3-year funding for two new full-time roles to support with the growth and development of the organisation in line with our new strategic plan 2025-2029.	€438,214

**Designated Reserves as at December 2025 (continued)**

Designated purpose	Description	Total
Strategic Research Fund	This fund will give us scope to consider and undertake a range of research projects in the coming years.	€200,000
Strategic Communications campaign - Coercive Control	To produce and disseminate information resources such as video and infographics including survivor voices to enhance public understanding of what coercive control is and who it impacts.	€160,000
Collaborative training project with Disabled Women Ireland	To fund one of the recommendations from our Disabled Women & IPA research to create a 'cross training' project.	€150,000
<b>TOTAL Designated Reserves</b>		<b>€5,653,972</b>

**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.

**Financial Events**

The Directors report the following financial events during the year.

The financial results for the year ended 31st December 2025 are shown in the Statement of Financial Activities on page 125 and are considered satisfactory by the Board.

**Going Concern**

After making appropriate enquiries through a preliminary assessment of Going Concern and review of the 2025 Statement of Financial Activities and Balance Sheet which was prepared by the Financial Controller and reviewed by the Chief Executive Officer and the Finance, Audit and HR 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 1 on the financial statements.

**Accounting Records**

The Directors have taken the following measures to secure compliance with the requirements of sections 281 to 285 of the Companies Act 2014, with regard to the keeping of accounting records: the employment of appropriately qualified accounting personnel and the maintenance of computerised accounting systems. The company’s accounting records are maintained at the registered office at Women’s Aid, 5 Wilton Place, Dublin 2 DO2 RR27.

**Budget Controls**

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

# Structure, Governance and Management

## 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, CHY 6491.

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.

## Staffing, Volunteers, and Board of Trustees

Women's Aid is governed by a voluntary Board of Trustee. The staff team, to whom the Board delegates operational responsibilities, comprises the CEO, department heads, middle management, employees in specific roles, and trained volunteers.

## Total number of active employees as of December 31st, 2025: 59

Department	Staff Count	FTE	Role summary
CEO/Business Support	3	2.6	CEO, Business Support Manager, Business Support Administrator part-time, 2 reception staff CE Scheme (not on headcount)
Finance	3	2.31	Financial Controller, 2 Finance Assistants part-time
Fundraising	6.5	6.19	Head of Fundraising & Strategic Communications (oversight of 2 departments), Fundraising Manager, 3 Fundraising Project Leaders (1 part-time), 2 Fundraising Data Executives
Strategic Communications	2.5	2.5	Head of Fundraising & Strategic Communications (oversight of 2 departments), Administrator (80% Strategic Communications, 20% Too into You), Communications Officer
Too Into You	3	2.6	Coordinator, Officer, Project Leader (part-time) and 15 volunteers (not in headcount)
National Freephone Helpline	19	11.46	Head of Helpline, Volunteer Coordinator, 9 Support Workers (8 part-time), 7 Panel (relief) Support Workers part-time, Administrator part-time. 13 Volunteers (not in headcount)
High-Risk Support Project	5	5	Coordinator, Administrator, 3 HRSP Regional Project Leaders.
Services	10	9	Head of Services, Outreach workers x 4 (1 part-time), DAIS Support Worker part-time, Floating Support Worker, Administrator part-time, 2 Maternity Outreach Workers
Training and Development	7	6.8	Head of Training and Development; Administrator part-time, 4 Trainers, Training Officer
<b>Total</b>	<b>59</b>	<b>48.46</b>	

**Staff Whole Time Equivalent:** Several staff are employed on part-time contracts and the whole time equivalent as at 31 December 2025 is **48.46**.

**The Volunteer contribution to the work of Women’s Aid during 2025 was:**

- Number of volunteers during 2025: **31** (13 National Helpline, 15 with the Too Into You project and 3 Charity Shop volunteers over the course of the year)
- Total Hours contributed: **2,181.5**
- Equivalent full days donated: **311.5**

	2025	2024	2023	2022	2021
24hr National Freephone Helpline	1,563.5	2,070.5	2,120	1,724	1,622.5
Dundrum Charity Shop*	348	588	808	546	798
Too Into You Project	270	213			
<b>Total</b>	<b>2,181.5</b>	<b>2,871.5</b>	<b>2,928</b>	<b>2,270</b>	<b>2,420.5</b>

\* Charity Shop closed in September 2025

**Employee Remuneration and Remuneration Policy**

Numbers of employees in receipt of in excess of €60,000 per annum during 2025:

Salary Band	2025
€60,000 - €70,000	4
€70,001 - €80,000	4
€80,001 - €90,000	1
€90,001 - €100,000	0
€100,001- €110,000	0
€110,001- €120,000	1
	<b>10</b>

The Board manages employee remuneration based on annual reviews of affordability and sustainability. In 2023, following the contracting of an independent consultant to comprehensively review organisational remuneration, the Board adopted a remuneration policy and revised pay bands for all roles employed in the organisation. A remuneration pay band and policy review has been contracted for Q2 2026, in line with policy requirements.

### Employee Remuneration and Remuneration Policy (continued)

Women's Aid is a service organisation. Our charitable activities along with fundraising and support activities are driven by our specialist, dedicated, and professional employees. As we continue to invest in our employees, total employee costs increased to **€3,033,720** in 2025 (2024: **€2,775,191**). For a breakdown of these costs, please refer to note 9 of the Financial Statements.

Salaries, employer PRSI and pension costs in 2025 are **€2,969,978** (2024: **€2,692,171**). This represents an increase of €277,807 or 10.32% in 2025.

This increase is explained by a combination of factors. In December 2025, there was a 5.34% salary increase granted to employees in line with our remuneration policy. This % increase was backdated in increments to October 2024.

There also was a redundancy payment for 3 employees in 2025 due to the closure of our Charity Shop. In addition, occupational pension costs have increased by 31% as we have been encouraging our employees to join the occupational pension scheme due to the imminent implementation of Auto-Enrolment in 2026.

### Pension

The company offers a contributory pension to all employees of up to 7% of salary annually. Pension costs for 2025 total **€95,772** (2024: €72,900).

### Death in Service Benefit

The company offers a Death in Service benefit to all employees to the value of two years' salary.

### Directors of the Company

The Directors who served during the financial year 2025 were:

1. Ailbhe Smyth (Chairperson)
2. Rosaleen McDonagh (resigned 04/02/2025)
3. Suzanne Handley (Treasurer)
4. Salome Mbugua Henry (resigned 24/02/2025)
5. Golda Hession
6. Martina Quinn
7. Lucy Maguire
8. Megan Conway (British)
9. Patricia Acom (Ugandan) (Joined 17/09/2025)
10. Sunniva Finlay (Joined 17/09/2025)
11. Brian Killoran (Joined 15/10/2025)

The Company Secretary is currently Caoimhe Lynch.

The board met on nine occasions in 2025 for ordinary meetings. The Annual General Meeting was held in June 2025. In addition, the Board participated in a 1.5 day residential Strategic Planning meeting with the Senior Leadership Team in October 2025.

### Board Meeting Attendance 2025

Name	Jan (15/01)	Feb (19/02)	Mar (19/03)	April (16/04)	May (21/05)	June (18/06)	Sept (17/09)	Oct (15/10)	Dec (10/12)	Total	% total meetings attended	2025 AGM (18/06)
Ailbhe Smyth (Chairperson)	Y	Y	Y	Y	Y	Y	Y	Y	Y	9	100%	Y
Golda Hession	Y	Y	Y	N	Y	Y	Y	Y	Y	8	89%	Y
Lucy Maguire	Y	Y	Y	Y	Y	Y	Y	Y	Y	9	100%	N
Martina Quinn	Y	Y	Y	Y	N	N	N	Y	Y	6	67%	N
Megan Conway	Y	Y	N	Y	Y	Y	N	N	N	5	56%	Y
Rosaleen McDonagh	Y									1	100%	
Salome Mbugua Henry	Y	Y								2	100%	
Suzanne Handley (Treasurer)	Y	Y	Y	Y	Y	Y	N	N	Y	7	78%	Y
Sunniva Finlay							Y	N	Y	2	67%	
Patricia Acom							Y	Y	N	2	67%	
Brian Killoran								Y	Y	2	100%	

## Board Committees

There are three Committees which support the Board in exercising its duties. Committee membership and attendance are set out the summary below focuses on each committee's remit and role within Women's Aid's governance framework.

### Finance, Audit and HR Committee of the Board

**Purpose:** The purpose of the Finance, Audit and HR Committee (FAHR Committee) 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).

**Membership:** This committee shall be appointed by the Board and will normally consist of at least two relevant Directors: The Treasurer and one other board member. Alternates are not permitted. At least one member of the Committee should have recent and relevant experience in financial matters. In line with best practice the Board Chairperson can attend but is not a member of this committee.

FAHRC members and its Chairperson shall be appointed by the Board Chairperson for a period of two years.

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

Full terms of reference for the Finance, Audit and HR Committee can be found here: [\(download Terms of Reference\)](#).

The Committee met **five times** during 2025 and engaged in regular updates and work progress between meetings in conjunction with the CEO. The Chairperson of the Board attended two meetings. On three occasions the Financial Controller attended the Committee meetings by invitation, the Head of Strategic Communications and Fundraising was invited to attend two meetings, the Fundraising Manager attended one meeting and in April the Committee met with the Independent Auditors. On several occasions where a committee member was invited to attend a scheduled meeting, their input on matters of importance was sought bilaterally to ensure their views were contributed.

The members of the FAHR Committee in 2025 were: Martina Quinn (Chairperson), Suzanne Handley (Treasurer), and Lucy Maguire.

Name	Feb (11/02)	May (08/05)	June (10/06)	Sept (18/09)	Nov (07/11)	Total / 5
Ailbhe Smyth (Attendee)	N	Y	Y	N	N	2
Martina Quinn (Chair)	Y	Y	Y	Y	Y	5
Sarah Benson (Attendee)	Y	Y	Y	Y	Y	5
Lucy Maguire	Y	N	Y	N	Y	3
Suzanne Handley	Y	Y	Y	Y	Y	5
Mari McCafferty (Attendee)	Y	Y	Y		Y	4
Christina Sherlock (Attendee)			Y		Y	2
Emily Glen (Attendee)					Y	1

### Governance and Risk Committee of the Board

**Purpose:** The principal objective of the Governance & Risk Committee is to ensure good corporate governance and, in particular, to ensuring ongoing compliance with the Charities Regulator’s Charities Governance Code. 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; to ensure a process for Board succession planning and to ensure that the Board fulfils its functional responsibilities

**Membership:** The Committee shall be appointed by the Board of Directors and will consist of a minimum of 2 Directors, consisting of individuals who have skills and experience relevant to the work of the committee. Alternates are not permitted. The Chairperson of the Women’s Aid Board is eligible for Membership but shall not act as Chairperson of the Governance Committee.

Other members of the Board, Executive or individuals with relevant experience may be coopted to the Governance & Risk Committee as members at the discretion of the Board. Governance & Risk Committee Members and its Secretary and Chairperson shall be appointed by the Board Chairperson for a period of 2 years.

Full Terms of Reference for the Governance and Risk Committee can be found here : [download Terms of Reference](#).

The Committee met four (4) times during 2025 and engaged in regular updates and work progress between meetings in conjunction with the CEO. The Head of Strategic Communications joined one meeting, and Carmicheal consultant Liam Scollan joined one meeting.

The Governance and Risk Committee members in 2025 were: Golda Hession (Chairperson), Rosaleen McDonagh (resigned Feb 2025), Megan Conway, and Suzanne Handley (joined March 2025).

Name	Feb (24/02)	May (12/05)	Sept (08/09) <sup>1</sup>	Oct (06/10)	Dec (02/12)	Total / 4
Golda Hession (Chair)	Y	Y	N	Y	N	2
Megan Conway	Y	Y	Y	Y	Y	4
Sarah Benson (Attendee)	Y	Y	Y	Y	Y	4
Suzanne Handley	N	Y	N	Y	Y	3
Liam Scollan (Attendee)	Y					1
Christina Sherlock (Attendee)					Y	1

<sup>1</sup> The September meeting was not quorate, but it was agreed to proceed and for the CEO to contact other Committee members to seek written confirmation of their views on agenda items for the record, and to progress matters requiring attending and or recommendation to the Board.

### Strategic Planning Committee of the Board

**Purpose:** The purpose of the Strategic Planning Committee is to:

- Oversee the development, implementation, and evaluation of three to five-year strategic plans for Women’s Aid
- Oversee the development, implementation, and evaluation of an annual organisational plan to ensure that Women’s Aid has the appropriate structures, systems, staffing, and skills to enable it to deliver on its mission, and to meet its strategic goals (per the strategic plan) and comply with statutory requirements and obligations
- Oversee the preparations for annual Board and Senior Leadership Team strategic meetings
- Assist and advise the Executive on the development of any new services that the Board has agreed that Women’s Aid will provide, as required

**Membership:** The Committee shall be appointed by the Board of Directors and will consist of a minimum of 1 Director and the CEO but will normally consist of 2 Directors, the CEO, and a member of the Senior Leadership Team. Membership will consist of individuals who have skills and experience relevant to the work of the committee. Alternates are not permitted. At least one member of the Committee shall have recent and relevant experience in strategy and strategic planning matters.

The Chairperson of the Women’s Aid Board is eligible for Membership but shall not act as Chairperson of the Strategic Planning Committee. Other members of the Board, Executive or individuals with relevant experience may be coopted to the Committee as members at the discretion of the Board. The Strategic Planning Committee Members and its Secretary and Chairperson shall be appointed by the Board Chairperson for a period of 2 years.

Strategic Planning Committee Members in 2025 were: Salome Mbugua (Chairperson, resigned February 2025), Ailbhe Smyth Sarah Benson, Megan Conway, and Christina Sherlock.

There were two (2) meetings of the Strategic Planning Committee in 2025. External Consultant Fiona Barry attended one meeting, and facilitator Eleanor McClorey attended one meeting.

Name	20/01/2025	03/10/2025	Total / 2
Ailbhe Smyth	Y	Y	2
Salome Mbugua Henry	Y		1
Sarah Benson	Y	Y	2
Christina Sherlock	Y	Y	2
Megan Conway	Y	N	1
Fiona Barry (Attendee)	Y		1
Eleanor McClorey (Attendee)		Y	1

### **Method of Appointment or Election of Directors**

The management of the company is the responsibility of the Trustees who are elected and co-opted under the terms of the Constitution and the Board Governance Handbook. The Governance and Risk Committee is delegated responsibility, in conjunction with the Chairperson, to select and recruit new Board members, in accordance with the Committee Terms of Reference.

Once appointed, a comprehensive induction is in place to support new Trustees in relation to clarity and understanding of their governance obligations and to meet with the CEO, all Heads of Departments, and the Financial Controller, to attain a detailed overview of the organisation's operations.

### **Terms of Office for Board Members**

In addition to the rotation of Board membership, procedures for which are set out in the Women's Aid Constitution, the terms of office for Board members are as follows in the approved Board Governance Document:

- A Board member, when elected, is appointed for a fixed term of three years
- Board members may seek additional terms, to a maximum of three consecutive terms
- Reappointment is not automatic and will be by election at the AGM in accordance with the Constitution
- A Board Member may be removed by a majority decision of the Board of Trustees where the Board is of the view that either;
  - they are in breach of Women's Aid 'Code of Conduct' outlined in the Governance Handbook, or
  - that their actions are inconsistent with the legal and regulatory duties and obligations required of the role

### **Integrity, Conflicts of Interest and Loyalty**

All Board Members have a legal duty to act in the best interests of Women's Aid, to safeguard its assets and reputation, and to act honestly and responsibly in discharging their role as Trustees. Every member of the Board has an obligation to avoid conflicts of interest. Our policy on 'Conflicts of Interest and Loyalty' along with the policy on 'Gifts for Board Members' clearly outline the standard of behaviour expected of our Trustees.

### **Decisions Taken Where a Board Member Has an Interest**

A Board Member who has any conflict of interest or potential conflict of interest relating to a matter upon which a decision is being taken by the Board may not be counted in the quorum for the meeting at which the matter is considered, should abstain from that vote and should not lobby any Board Members in respect of any related proposal.

In the event of the Board having to decide upon a question in which a Board Member has an interest, all decisions will be made by vote, with a simple majority required. A quorum must be present for the discussion and decision; interested parties will not be counted when deciding whether the meeting is quorate. Interested Board Members may not vote on matters affecting their own interests.

All decisions under a conflict of interest will be recorded by the minute taker and reported in the minutes of the meeting. The report will record:

- The nature and extent of the conflict
- An outline of the discussion
- The actions taken to manage the conflict

The relevant extract from the Board minutes will also be recorded in the Register of Trustees' Interests.

All members of the Board should declare any matter that could affect

their impartiality or that could be reasonably perceived as affecting their impartiality. Where a Board Member benefits from the decision, this will be reported in the Annual Report and accounts. All payments or benefits in kind to Board Members will be reported in the organisation's accounts and annual report, with amounts for each Board Member listed for the year in question.

### **Delegated Authority**

The responsibilities of the Board and delegated authority by the Board to the CEO are clearly set out in the Board Governance Handbook, Terms of Reference, and in the Financial Procedures of the Organisation.

## **Risk Management**

### **Principal Risks and Uncertainties**

Like many other Community and Voluntary organisations in Ireland, Women's Aid continues to face a number of risks and uncertainties which have the potential to impact on our ability to deliver our mission. In 2025 work to address these risks and uncertainties continued to dominate the agendas of the regular Board and Senior Leadership Team meetings.

The year 2025 was a year of continuing developmental growth for the organisation, progressing into a period of consolidation and a focus on sustainability over the coming years, dictated by our new strategy for 2025-2029. Against a backdrop of global uncertainties; continuing wars and a domestic housing crisis; 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 any 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 current delivery of a five-year fundraising strategy (2023-2027), and regular revision of our budget, based on up-to-date information.

Further detail on the company's approach to risk management is detailed below.

### **Risk Management Systems**

Risk management is key to good governance and Women's Aid recognises how crucial a strong risk management framework is in meeting our objectives. The Board of Women's Aid is committed to managing and mitigating risks that occur in the day-to-day business operations of Women's Aid. The Board have endeavoured to achieve this through the development of a Risk Management Policy and framework for implementation.

The Risk Management Policy of Women's Aid is to adopt best practice in the identification, assessment and control of risks that threaten the Organisation's ability to achieve its objectives, ensuring that they are eliminated or managed to an acceptable level. Understanding our risks enables Women's Aid to make informed decisions and ultimately create added value for our organisation. Risk occurs in all areas of Women's Aid activities, with responsibility for its management lying with the Board, Senior Leadership Team (SLT), employees, and volunteers.

The Trustees 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.

### **Assessment of Risks and Mitigating Control Measures**

A comprehensive risk register supported by a Risk Management Policy is in place detailing enterprise 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 nine headings:

1. Strategic Direction and Leadership
2. Governance
3. Financial
4. Human Resources
5. Service Operations and Service Users
6. Technology
7. Physical
8. Reputational
9. External

During 2025, all risks were reviewed sequentially by the SLT, with the Business Support Manager, and subsequently by the Governance & Risk Committee and finally the Board to ensure that consideration and management of risk remains a dynamic iterative process.


Women's Aid measures the effectiveness of our controls through a dual scoring system. Using the common approach of "Likelihood x Impact," we measure this score prior to implementation of mitigating control measures (Inherent Risk Score) and post implementation of mitigating control measures (Residual Risk Score). This approach allows us to fully assess the efficacy of our controls and allows for a dynamic approach to risk management.

To accurately assess the impact of a potential mitigating control measure on the Inherent Risk score of a risk, control measures are categorised\* into Preventative (P), Detective (D) and / or Corrective (C). Based on the strength of the relevant control measure, the Residual Risk score results.

**Preventative (P)** - Preventative controls aim to prevent the occurrence of an error in a process and includes the maker-checker concept and authorisations. For example, to prevent the purchase of unauthorised fixed assets, the SLT have built preventive controls in the form of an Approval Matrix for fixed asset purchases.

**Detective (D)** - Errors in a process need to be detected to ensure corrective measures are taken to minimise the impact on the whole process or activity. Detective controls should aim to detect errors in a timely manner. If the errors are not detected in a timely manner, the effectiveness of detective controls would be marked as ineffective. A strong internal control system always considers the implementation of effective detective controls.

*\*It is important to note that any one control can be categorised into multiple of the above categories. For example, a control may be preventative but also corrective.*



**Corrective (C)** - Corrective controls are designed to correct the errors and irregularities and ensure that similar errors are not repeated once they are discovered. Corrective controls are built in the form of procedures and manuals for the reference of the employees. Some controls are built into the system, which automatically corrects the errors or prevents the occurrence of errors.

**Risk Appetite:** The Board of Women's Aid approves the risk profile of the Organisation together with the types of risks that they deem acceptable. Women's Aid utilise several reporting and risk management processes to ensure that we operate to the highest standards.

Women's Aid has a Risk Appetite Statement in place which captures all risk that threatens the Organisation's ability to achieve its goals and includes plans for addressing those risks. This includes a Risk Register identifying and prioritising risks.

### **Top Risks in Women's Aid 2025**

1. Broader societal / public policy conditions not supportive to Women's Aid (WA) core values & agenda (e.g. Rising levels of misogyny, acceptance of gender inequality, growing individualism).
  2. Turbulent economic and political environment.
  3. Women's Aid does not develop or enhance partner relationships and / or resources that make delivery of our Strategic Plan possible.
  4. Termination or reduction in statutory funding.
  5. Security of IT systems are compromised due to external malicious attack or a security breach.
  6. Impact on reputation due to adverse publicity.
  7. Fundraising not carried out in accordance with standards.
  8. Non-compliance / inadequate processes to ensure compliance with legislation & regulation including Charity Law, Company Law governing CLGs, Employment Law, GDPR, and Children First etc.
- 

The table below shows the top risks facing our organisations and the control measures in place, designed to manage or mitigate the risks.

Description	Internal Control Measure(s)
<p><b>1. Broader societal / public policy conditions not supportive to Women's Aid core values &amp; agenda (e.g. Rising levels of misogyny, acceptance of gender inequality, growing individualism).</b></p>	<ul style="list-style-type: none"> <li>— Annual publication of Impact and Femicide Reports.</li> <li>— Women's Aid statistics are used as a reference point for many Government, Community and Voluntary organisations.</li> <li>— Continually building awareness of aspects of Domestic Violence ('DV') – e.g. each impact report looks at different themes and highlights different societal aspects of DV.</li> <li>— Continue to initiate research projects to feed into recommendations and strategy proposals for public policy, DV supports and justice systems.</li> <li>— Expand and consolidate networking opportunities to collaborate on improved supports for survivors of DV.</li> <li>— Integrating survivor voices into Women's Aid work to promote support &amp; awareness, and to expand the reach &amp; impact of fundraising and advocacy campaigns.</li> <li>— Detailed operational plans underway to support Women's Aid Strategic Plan 2025 - 2029's goal of zero tolerance of Domestic, Sexual and Gender-Based Violence ('DSGBV').</li> <li>— New strategy developed during 2024 for 2025 - 2029, with supporting operational plan.</li> <li>— Women's Aid organising collaboration of key stakeholders from across the relevant sectors including community and voluntary, education &amp; youth, government, human rights, academia, public policy, social partners, policing, and advocacy organisations to consider preventative strategies that will contribute to an equal society with zero tolerance of DSGBV.</li> </ul>
<p><b>2. Turbulent economic and political environment</b></p>	<ul style="list-style-type: none"> <li>— Five-year Strategic Plan in place for 2025 - 2029.</li> <li>— Fundraising Strategy in place for 2023 - 2027.</li> <li>— Fundraising strategy/plan includes diverse and sustainable funding streams. This is monitored at Management and Board meetings.</li> <li>— Clear goals and measurements in place based on outcome of strategic planning process. These are closely monitored on an ongoing basis.</li> <li>— Maintain strong relationships with statutory funders demonstrating transparency, good governance and positive impact.</li> <li>— Training and Development Department developing its operational strategy (Business plan) in line with the organisation's Strategic Plan to grow the training programmes including the Employer Engagement Project, e-learning courses etc. These programmes are gearing to attract additional sources of revenue.</li> </ul>
<p><b>3. Women's Aid does not develop or enhance partner relationships and / or resources that make delivery of strategic plan possible</b></p>	<ul style="list-style-type: none"> <li>— CEO and other key employees prioritise collaborations with cross-sector partners and work to develop strategic relationships.</li> <li>— Organisation seeks funded partnerships for key projects with strategic partners (e.g. Research campaigns etc.)</li> <li>— Women's Aid is represented at a wide range of external working &amp; advisory groups.</li> <li>— Women's Aid maintains a range of memberships of strategic campaigns &amp; umbrella organisations.</li> </ul>

Description	Internal Control Measure(s)
<p><b>4. Termination or reduction in statutory funding grants</b></p>	<ul style="list-style-type: none"> <li>— Make use of Services and Helpline Databases and National Freephone Helpline integrated platform to capture, analyse &amp; report data more effectively and efficiently to funders.</li> <li>— Maintain close professional contacts with Cuan and all relevant stakeholders to ensure WA funding grants maintained.</li> <li>— Use proactive advocacy work, including collaborations with other relevant organisations to ensure the continuation of funding streams.</li> <li>— Maintain relationships with core funders and relevant Departments / agencies.</li> <li>— Ensure quarterly, half yearly and annual reports, and paperwork, as required, go to the relevant funders on time.</li> <li>— Adhere to 'Reserves Policy' of six months of annual expenditure, and wind-up costs, as agreed by the Board.</li> </ul>
<p><b>5. Security of IT systems are compromised due to external malicious attack or a security breach</b></p>	<ul style="list-style-type: none"> <li>— Cloud-based back up system in place.</li> <li>— I.T. support services contract in place with the expert IT firm including basic IT support, security, and system maintenance.</li> <li>— Strong firewall and firewall support system in place.</li> <li>— Access to sensitive data only given to employees who need it.</li> <li>— Sensitive files are password protected in line with internal Data Protection Policies.</li> <li>— All employees have their own login credentials, which is password protected.</li> <li>— Renewed sign in required every 14 days with dual factor authentication or with each new device sign in.</li> <li>— All laptops encrypted.</li> <li>— Cloud-based SharePoint system in place.</li> <li>— Comprehensive checklist in place to ensure access to IT systems is revoked when employees leave the organisation.</li> <li>— Cyber security awareness training and pen testing carried out on an ongoing basis to deter and prevent cyber fraud.</li> <li>— Procedures and guidelines for responding to a Cyber Attack are documented, communicated to employees annually and are available in the shared drive.</li> <li>— Implementation of Microsoft Business premium for all employees.</li> <li>— Cyber Liability Insurance in Place for 2025/2026.</li> </ul>

Description	Internal Control Measure(s)
<p><b>6. Impact on reputation due to adverse publicity</b></p>	<ul style="list-style-type: none"> <li>— Women’s Aid is governed by Board of Directors and strong Leadership team.</li> <li>— PR / Communications policy in place.</li> <li>— Regular review of key risks in communications work by CEO and Head of Strategic Communications and Fundraising.</li> <li>— Trained media representatives in place.</li> <li>— Ongoing compliance with Charities Governance Code and other relevant regulation.</li> <li>— Ongoing compliance with the ‘Guidelines for Charitable organisations for fundraising’ from the public guidelines as published by the Charities Regulator.</li> <li>— “Finance, Audit &amp; HR” and “Governance &amp; Risk” Board committees in place.</li> <li>— Strong links developed with Gardaí and other key agencies to ensure a positive public reputation and potential supporters in the event of potential brand damage.</li> <li>— Proactive feedback policy in place and publicly available on Women’s Aid website.</li> <li>— Membership of CII keeps fundraising employees actively engaged with learning and best practice.</li> <li>— CII Triple Lock applied for annually - includes a review of the guidelines to ensure we are following.</li> <li>— Ethical Fundraising Policy &amp; Decision-making matrix in place.</li> </ul>
<p><b>7. Fundraising not carried out in accordance with standards</b></p>	<ul style="list-style-type: none"> <li>— Ensure continuing adherence to the standards contained within the ‘Statement of Guiding Principles for Fundraising.’</li> <li>— Annual review of internal fundraising procedures ensuring compliance with Charities Regulator guidelines and all relevant employees / volunteers are informed thereafter.</li> <li>— Ensure all employees and volunteers engaging in fundraising activities are informed of obligations in respect of the ‘Guiding Principles for Fundraising’ through detailed guidelines listed in recruitment pack and forming core pillar of induction process.</li> <li>— Mandatory that third parties raising funds for the benefit of Women’s Aid complete the ‘Third party fundraising form’ for approval in advance of fundraising.</li> <li>— Ongoing formal interaction between Fundraising &amp; Finance Departments for clear budgeting monitoring and general financial compliance.</li> <li>— Formal stock take carried out with Auditors annually.</li> <li>— The 2023 – 2027 Fundraising Strategy is subject to ongoing review.</li> <li>— Membership of Charities Institute Ireland (CII) ensures fundraising employees are actively engaged with learning and best practice.</li> <li>— CII Triple Lock applied for annually, involving an annual guideline compliance review.</li> </ul>

Description	Internal Control Measure(s)
<p><b>8. Non-compliance / inadequate processes to ensure compliance, with legislation &amp; regulation; including Charity Law, Company Law governing CLGs, Employment Law, GDPR and Children First etc.</b></p>	<ul style="list-style-type: none"> <li>— Ensure all Companies Registration Office (CRO) requirements are in place.</li> <li>— Ensure registration and compliance with Charities Regulator.</li> <li>— Ensure compliance with Lobbying Act.</li> <li>— Ensure Data Protection compliance.</li> <li>— Ensure compliance with the Charities Governance Code through review of all Governance requirements annually.</li> <li>— Attend training / info sessions to keep up to date with compliance requirements.</li> <li>— Ensure compliance with employment law.</li> <li>— Regular audit of policies conducted by Senior Leadership Team and Board.</li> <li>— GDPR Policy and Child Protection Policy reviewed by external Law Firm on request, to ensure its compliant and up to date.</li> <li>— External HR / Legal professional services are on hand to provide advice regarding legislative changes impacting policies including data protection.</li> <li>— Data Protection Impact Assessments (DPIAs) to be carried out and documented as and when required under GDPR policy.</li> <li>— Children First eLearning completed by all employees and volunteers.</li> <li>— Environmental, Social &amp; Governance considerations built into new Company Strategy.</li> <li>— Financial &amp; Governance Compliance - Women's Aid engages an independent Auditor annually and seek a clean audit of SORP accounts.</li> </ul>

# Statement of Disclosure to the Auditor

Each of the directors in office at the date of approval of this annual report confirms that:

- so far as the directors are aware, there is no relevant audit information of which the company's auditor is unaware, and
- the directors have taken all the steps that they ought to have taken as directors in order to make themselves aware of any relevant audit information and to establish that the company's auditor is aware of that information.

This confirmation is given and should be interpreted in accordance with the provisions of section 330 of the Companies Act 2014.

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

Ailbhe Smyth  
**Director**

Suzanne Handley  
**Director**

Date: 20 May 2026

# Statement of Directors' Responsibilities

The Trustees 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: 20 May 2026

# Independent Auditors' Report

## Opinion

We have audited the financial statements of Women's Aid Company Limited by Guarantee for the year ended 31 December 2025 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 2025 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.

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 Directors' Report is consistent with the financial statements; and
- the Directors' 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 Directors' Responsibilities Statement, the directors are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the 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 directors are 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.

#### **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 PKF Brenson Lawlor**

20 May 2026

**Chartered Accountants  
Statutory Audit Firm**

Alexandra House  
3 Ballsbridge Park  
Merrion Road  
Ballsbridge  
D04 C7H2

# Financial Statements

## Statement of Financial Activities

for Year Ended 31 December 2025

	Unrestricted funds €	Restricted funds €	Total 2025 €	Total 2024 €
<b>Income</b>				
Charitable Activities (Note 4)	-	1,923,345	1,923,345	1,697,401
Donations and Legacies (Note 4)	2,536,792	180,832	2,717,624	2,508,512
Other Activities (Note 4)	738,825	-	738,825	648,355
<b>Total income and endowments</b>	<b>3,275,617</b>	<b>2,104,177</b>	<b>5,379,794</b>	<b>4,854,268</b>
<b>Expenditure on:</b>				
Charitable Activities (Note 6)	1,903,481	1,980,393	3,883,874	3,774,546
Costs of Raising Funds (Note 6)	1,004,302	33,111	1,037,413	913,659
<b>Total Expenditure</b>	<b>2,907,783</b>	<b>2,013,504</b>	<b>4,921,287</b>	<b>4,688,205</b>
Transfers	-	-	-	-
<b>Net Movements In Funds For The Year</b>	<b>367,834</b>	<b>90,673</b>	<b>458,507</b>	<b>166,063</b>
<b>Reconciliation of Funds</b>				
<b>Total Funds Brought Forward</b>	<b>5,627,080</b>	<b>3,569</b>	<b>5,630,649</b>	<b>5,464,586</b>
<b>Total Funds Carried Forward</b>	<b>5,994,914</b>	<b>94,242</b>	<b>6,089,156</b>	<b>5,630,649</b>

**Statement of Financial Position**  
for Year Ended 31 December 2025

	Notes	2025 €	2024 €
<b>Fixed assets</b>			
Tangible assets	11	575,771	562,231
		<b>575,771</b>	<b>562,231</b>
<b>Current Assets</b>			
Stock	12	46,110	39,252
Debtors	13	238,580	298,522
Cash at bank and in hand	14	5,555,570	5,175,956
		<b>5,840,260</b>	<b>5,513,730</b>
<b>Creditors: amounts falling due within one year</b>	15	(326,875)	(445,312)
<b>Net current assets</b>		5,513,385	5,068,418
<b>Total assets less current liabilities</b>		<b>6,089,156</b>	<b>5,630,649</b>
<b>The funds of the charity:</b>			
Restricted funds	26	94,242	3,569
Unrestricted funds – designated	25	5,653,972	4,264,413
Unrestricted funds – general	27	340,942	1,362,667
<b>Total charity funds</b>		<b>6,089,156</b>	<b>5,630,649</b>

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

Ailbhe Smyth  
**Director**  
Date: 20 May 2026

Suzanne Handley  
**Director**

### Statement of Comprehensive Income for the Financial Year

for Year Ended 31 December 2025

	2025 €	2024 €
<b>Surplus for the financial year</b>	<b>458,507</b>	<b>166,063</b>
<b>Total comprehensive income</b>	<b>458,507</b>	<b>166,063</b>

### Statement of Cash Flows

for Year Ended 31 December 2025

	Notes	2025 €	2024 €
<b>Net cash flows from operating activities</b>	<b>17</b>	433,022	172,929
<b>Investing activities</b>			
Purchase of fixed tangible assets		(53,408)	(15,637)
<b>Net increase/ (decrease) in cash and cash equivalents</b>		<b>379,614</b>	<b>157,292</b>
<b>Cash and cash equivalents at beginning of financial year</b>		<b>5,175,956</b>	<b>5,018,664</b>
<b>Cash and cash equivalents at end of financial year</b>		<b>5,555,570</b>	<b>5,175,956</b>

An analysis of changes in Net Cash can be found in Note 29 to the Financial Statements.

### Notes to The Financial Statements for Year Ended 31 December 2025

#### 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 Women's Aid CLG for the financial year ended 31 December 2025. Women's 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 Companies Registration number is 58035, the Charity Number is CHY 6491 and the Registered Charity Number is 20012045.

#### Statement of Compliance

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

#### Currency

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

#### Going Concern

The Directors have reviewed all pertinent financial information, including the 2025 Statement of Financial Activities and Balance Sheet, and the approved 2026 Budget. They have considered the current operating environment, including the increased costs of living.

The Directors are satisfied that, given the strong cash position of the charity, the well-controlled overheads, and the support of core funding from existing funders, that it is appropriate for financial statements to be prepared on a going concern basis, which assumed Women's Aid CLG will continue in operational existence for the foreseeable future.

## 2. 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 FRS 102 and Section 291(5) of the Companies Act 2014.

### **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***

Unrestricted funds consist of both general funds and designated 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 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.

Income is analysed as *Restricted* or *Unrestricted*. Restricted income represents income recognised in the financial statements that is subject to specific conditions imposed by the donors or grantors. Unrestricted income represents income recognised in the financial statements that is expendable at the discretion of the organisation, in furtherance of the objectives of the charity.

### ***Charitable Activities***

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 to the funds, after any performance conditions attached to the grant have been met, when 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 treated as deferred income.

### ***Donations and Legacies***

Donations and fundraising income, (which includes monetary donations from public, corporate and major donors, individual giving campaigns including direct mail, legacies, community and digital fundraising campaigns) 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.

### ***Other Activities***

Income from other activities includes income from training and development, the charity shop, and donated goods, facilities and services.

### ***Donated Goods, Facilities and Services***

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.

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 2025 was €539,959 (2024: €244,501) 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:

- Charitable activities
- Costs of raising funds; and
- 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.

### Support costs

Support costs are the costs of those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include staff and associated IT, Facility, Finance, HR and other central functions which support the charity in fulfilling its charitable purpose. Governance costs are also included within support costs. These are costs which relate to compliance with constitutional and statutory requirements and include audit and risk management costs. The basis on which support costs have been allocated are outlined 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.

Tangible fixed assets are reviewed for impairment in accordance with the impairment policy outlined in subsequent notes to the accounts.

### 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

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.

### **Grant funding of tangible fixed assets**

Restricted grants relating to expenditure on tangible fixed assets are recognised in the Statement of Financial Activities in the period in which the funding is received. Depreciation is charged to the Statement of Financial Activities over the useful life of the tangible fixed asset, with the balance of depreciation to be charged in future periods sitting in restricted funds at year end.

### **Stock**

The majority of stocks are comprised of items held for use in fundraising campaigns and are not held for resale.

Stocks are stated at the lower of cost and net realisable value and is included in current assets in the balance sheet.

At each reporting date, an assessment is made for impairment. Any excess of the carrying amount of stocks over its net realisable value is recognised as an impairment loss in statement of financial activities.

Reversals of impairment losses are also recognised in statement of financial activities.

### **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.

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.

### **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.

Redundancy and termination payments are recognised as an expense in the statement of financial activities and a liability on the balance sheet immediately at the point the charity is committed to terminating the employment of an employee or group of employees before their normal retirement date, when there is a demonstrable commitment that cannot realistically be withdrawn.

### **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.

The charity is an approved body under the "Scheme of Tax Relief for Donations to Eligible Charities and Approved Bodies" under Section 848A Taxes Consolidation Act, 1997. Therefore, income tax refunds from donations Exceeding €250 per annum are included as income in unrestricted funds.

The charity incurs high costs in irrecoverable VAT. Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

### **Leases**

Rentals payable under operating leases, including any lease incentives received, are charged to profit or loss on a straight-line basis over the term of the relevant lease except where another more systematic basis is more representative of the time pattern in which economic benefits from the lease's asset are consumed.

## **3. Judgements and key sources of estimation uncertainty**

In the application of the charity's accounting policies, which are described in Note 2, the Directors are required to make judgements, estimates and assumptions about the carrying amounts of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods.

The Directors do not consider there are any critical judgements or sources of estimation uncertainty in the application of the accounting policies in Note 2.

#### 4. Income

Income for 2025 analysed as follows:	Unrestricted funds €	Restricted funds €	Total 2025 €	Total 2024 €
<b>(a) Charitable Activities</b>				
Tusla Child and Family Agency	-	-	-	1,171,666
Cuan: The Domestic, Sexual and Gender-Based Violence Agency	-	1,829,343	1,829,343	434,736
Department of Rural & Community Development	-	91,002	91,002	90,999
Health Service Executive	-	3,000	3,000	-
<b>Total Charitable Activities</b>	<b>-</b>	<b>1,923,345</b>	<b>1,923,345</b>	<b>1,697,401</b>
<b>(b) Donations and Legacies</b>				
Corporate, Trusts and Foundations	630,629	179,832	810,461	1,050,020
Individual Giving	626,049	1,000	627,049	527,175
Legacies	371,844	-	371,844	29,500
Digital Fundraising	551,455	-	551,455	445,043
Community Fundraising	356,815	-	356,815	323,798
Standstrong Campaign 2024	-	-	-	132,976
<b>Total Donations and Legacies</b>	<b>2,536,792</b>	<b>180,832</b>	<b>2,717,624</b>	<b>2,508,512</b>
<b>(c) Other Activities</b>				
Training and Development	72,454	-	72,454	212,714
Charity Shop	126,412	-	126,412	182,162
Donated Goods, Facilities and Services	539,959	-	539,959	244,501
Other Income	-	-	-	8,978
<b>Total Other Activities</b>	<b>738,825</b>	<b>-</b>	<b>738,825</b>	<b>648,355</b>

All funding from Tusla, Child and Family Agency fully transitioned to Cuan in 2025. The Charity Shop ceased trading permanently in September 2025.

## 5. Donated goods, facilities and services

For the financial year 2025, 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 €539,959 (2024: €244,501) were received in the year and recognised in the Statement of Financial Activities under SORP classification are as follows:

		2025 €	2024 €
Charitable Activities	Inbound (1800 number) and outbound calls.	34,071	37,996
Charitable Activities	Bespoke development of training module for "Allies and Informal Supporters" using e-learning software for our Training team.	11,531	4,942
Charitable Activities	Provision of legal support for a monthly legal clinic for clients using our Support and Outreach service.	84,387	88,948
Charitable Activities	Provision of research assistance for report on the enforcement of Ireland's coercive control offence to date.	-	86,990
Support Activities	Legal and professional services.	32,304	18,000
Support Activities	Provision of acoustic insulation to two adjacent meeting rooms.	-	7,625
Support Activities	Charities governance health check.	26,669	-
Charitable Activities	Women's rights coercive control research project.	26,800	-
Charitable Activities	Domestic violence legal opinion.	13,761	-
Charitable Activities	Donated vouchers - distributed to women on our service, as part of our Internal Emergency Fund.	450	-
Fundraising	500 T shirts for our digital fundraising campaign.	3,396	-
Charitable Activities	Lord Mayor Charity digital kiosk advertising.	289,446	-
Support Activities	Gardening services for 5 Wilton Place.	1,370	-
Charitable Activities	50 High vis vests for use at Too into You events.	567	-
Charitable Activities	Makeup sets gifted to attendees at the Too into You podcast event launch.	1,355	-
Charitable Activities	SEO Audit of Women's Aid Websites.	10,704	-
Charitable Activities	Consultancy services for the Too into You Always On Campaign.	2,350	-
Fundraising	Donated Dell Laptop to be used as a raffle prize for International Women's Day coffee morning 2026.	798	-
		<b>539,959</b>	<b>244,501</b>

## 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 allocated across the charity's activities to fairly represent the cost of delivering those activities. The costs have been allocated on a headcount basis.

Cost of Raising Funds	Total Unrestricted 2025 €	Total Restricted 2025 €	Total 2025 €
Staff costs	370,302	-	370,302
Overhead costs	4,952	-	4,952
Administration costs	4,420	-	4,420
Individual Giving	176,667	-	176,667
Corporate fundraising costs	36,977	-	36,977
Digital fundraising costs	227,630	-	227,630
Community fundraising costs	38,873	-	38,873
Legacy programme	4,275	-	4,275
General fundraising costs	52,366	-	52,366
Case for Support and Brand Positioning	12,003	-	12,003
E Mail Marketing project	11,070	-	11,070
Donated goods and services	4,194	-	4,194
Support cost allocation (see breakdown overleaf)	60,573	33,111	93,684
	<b>1,004,302</b>	<b>33,111</b>	<b>1,037,413</b>

## 6. Expenditure (continued)

Cost of Raising Funds (continued)	Total Unrestricted 2024 €	Total Restricted 2024 €	Total 2024 €
Staff costs	306,051	10,975	317,026
Overhead costs	5,235	-	5,235
Administration costs	7,618	-	7,618
Individual Giving	139,397	-	139,397
Corporate fundraising costs	43,284	-	43,284
Digital fundraising costs	168,230	-	168,230
Community fundraising costs	29,339	-	29,339
Standstrong Campaign	-	89,025	89,025
Legacy programme	4,125	-	4,125
General fundraising costs	45,716	-	45,716
Support cost allocation (see breakdown overleaf)	42,129	22,535	64,664
	<b>791,124</b>	<b>122,535</b>	<b>913,659</b>

## 6. Expenditure (continued)

Expenditure on Charitable Activities	Total Unrestricted 2025 €	Total Restricted 2025 €	Total 2025 €
Strategic Communications	589,936	76,110	666,046
Too Into You Project	84,248	138,815	223,063
National Freephone Helpline	104,792	626,990	731,782
High-Risk Support Project	3,727	273,388	277,115
Services	109,411	560,033	669,444
Internal Emergency Fund for Women and Children 2025	52,429	37,883	90,312
Charity Shop	131,461	-	131,461
Training and Development	460,958	66,826	527,784
Support costs (see breakdown overleaf)	366,519	200,348	566,867
	<b>1,903,481</b>	<b>1,980,393</b>	<b>3,883,874</b>

In 2025, Women's Aid dispensed €86,515 from our Internal Emergency Fund to women who were receiving support from our frontline services. In addition, there was €3,797 in costs relating to finance staff time for administering this fund.

The Maternity Project was a pilot project that was successfully completed in 2024. Since 2025, it has been permanently integrated into the Services department.

The External Emergency Fund for Women and Children did not run in 2025.

## 6. Expenditure (continued)

Expenditure on Charitable Activities	Total Unrestricted 2024 €	Total Restricted 2024 €	Total 2024 €
Strategic Communications	350,730	85,173	435,903
Too Into You Project	39,344	130,222	169,566
National Freephone Helpline	120,636	593,050	713,686
High-Risk Support Project	30,126	286,849	316,975
Maternity Project	92,757	75,320	168,077
Services	115,772	427,701	543,473
Internal Emergency Fund for Women and Children 2024	81,188	14,373	95,561
Charity Shop	111,777	-	111,777
Training and Development	346,440	66,826	413,266
External Emergency Fund for Women and Children 2024	299,741	-	299,741
Support costs (see breakdown overleaf)	330,003	176,518	506,521
	<b>1,918,514</b>	<b>1,856,032</b>	<b>3,774,546</b>

Support costs	Raising Funds 2025 €	Charitable Activities 2025 €	Total 2025 €
Governance	29,129	176,256	205,385
Office, premises and facilities	18,525	112,091	130,616
HR/ Safeguarding and Development	8,578	51,903	60,481
I.T.	5,793	35,051	40,844
Finance	19,241	116,424	135,665
Administration	12,418	75,142	87,560
	<b>93,684</b>	<b>566,867</b>	<b>660,551</b>

## 6. Expenditure (continued)

Support costs	Raising Funds 2024 €	Charitable Activities 2024 €	Total 2024 €
Governance	19,391	151,888	171,279
Office, premises and facilities	14,014	109,773	123,787
HR/ Safeguarding and Development	2,782	21,794	24,576
I.T.	2,917	22,853	25,770
Finance	15,392	120,571	135,963
Administration	10,168	79,642	89,810
	<b>64,664</b>	<b>506,521</b>	<b>571,185</b>

## 7. Surplus on ordinary activities before taxation

Surplus on ordinary activities before taxation is stated after charging / (crediting):	2025 €	2024 €
Depreciation of tangible assets	39,867	30,044
Fees payable to the company's auditors for the audit of the financial statements (inclusive of VAT):		
Audit fee	12,300	12,300
Non-audit services – preparation of financial statements	1,230	1,230

## 8. Directors' remuneration and transactions

All directors who served during the year received no remuneration from the charity. Related party transactions are disclosed in note 22 to the financial statements.

Expenses reimbursed to one director during the year amounted to €13 (2024: €31).

	Nature of Expense	2025 €	2024 €
Ailbhe Smyth	Travel	13	31

## 9. Employee and Remuneration Costs

The Charity employs staff to deliver on our charitable activities, raise income and provide infrastructure and support.

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

	2025 Number	2024 Number
National Freephone Helpline	17.75	16.75
High-Risk Support Project	5.33	5.17
Services	10	8
Maternity Project	-	2.42
Training and Development	7.33	6.08
Strategic Communications	2.5	2.17
Too Into You Project	2.25	1.58
Fundraising	6.42	6.33
Charity Shop	2.25	3
CEO / Finance / Business Support	5.83	5.75
<b>Total</b>	<b>59.67</b>	<b>57.25</b>

In September 2025, the 3 employees working in the charity shop were made redundant following the permanent closure of the shop.

Employees working on the Maternity Project are now reported as part of Services department effective 2025.

## 9. Employee and Remuneration Costs (continued)

Their aggregate remuneration comprised:

	2025 €	2024 €
Salaries and wages	2,571,623	2,365,411
Social security costs	268,335	245,172
Pension costs	95,772	72,900
Redundancy costs	34,248	8,688
Other employee related costs	63,742	83,020
	<b>3,033,720</b>	<b>2,775,191</b>

## 9. Employee Costs (continued)

### Key Management Personnel

The CEO's salary inclusive of employer's PRSI for the year was €123,697 (2024: €118,921) in addition to 7% of gross salary paid as employer contribution into a pension on behalf of the CEO totalling €7,788 (2024: €7,494).

Other key management personnel of the charity are the senior leadership team. There are five members of the senior leadership team: Financial Controller, Head of Fundraising and Strategic Communications, Head of National Helpline Services, Head of Regional Services and Head of Training and Development. Their cumulative employee benefits (including employer's PRSI and employer pension contributions) totalled €437,546 (2024: €411,959).

In 2025 there were redundancy costs of €34,248 (2024: €8,688) in relation to 3 staff members due to the closure of the charity shop in September 2025.

The total number of employees whose benefits (excluding employer pension contributions and employers' PRSI) for the reporting period fell within the bands below were as follows:

Salary band	2025	2024
€60,000- €70,000	4	3
€70,001- €80,000	4	4
€80,001- €90,000	1	-
€90,001 - €100,000	-	-
€100,001 - €110,000	-	1
€110,001 - €120,000	1	-
	<b>10</b>	<b>8</b>

## 10. Retirement benefit information

	2025 €	2024 €
Retirement benefit charge	95,772	72,900

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.

## 11. Tangible fixed assets

	Freehold land and buildings €	Fixtures and fittings €	Total €
<b>Cost</b>			
At 1 January 2025	715,001	306,322	1,021,323
Additions	-	53,408	53,408
At 31 December 2025	715,001	359,730	1,074,731
<b>Depreciation and impairment</b>			
At 1 January 2025	181,163	277,929	459,092
Depreciation charged in the year	14,304	25,563	39,867
At 31 December 2025	195,467	303,492	498,959
<b>Carrying amount</b>			
At 31 December 2025	519,533	56,238	575,771
At 31 December 2024	533,838	28,393	562,231

## 12. Stock

	2025 €	2024 €
Fundraising stock	46,110	39,252

The majority of stock is comprised of fundraising T shirts and merchandise to support fundraising campaigns and initiatives.

## 13. Debtors

	2025 €	2024 €
Trade debtors	8,360	22,044
Accrued income	140,200	130,371
Prepayments	90,020	146,107
	<u>238,580</u>	<u>298,522</u>

## 14. Components of cash and cash equivalents

	2025 €	2024 €
Cash at bank and in hand	5,555,570	5,175,956
	<u>5,555,570</u>	<u>5,175,956</u>

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

	2025 €	2024 €
Trade creditors	65,416	126,356
PAYE control account	110,565	128,551
Other creditors	629	663
Deferred income (see note below)	90,974	138,422
Accruals	59,291	51,320
	326,875	445,312

At year end there was a balance of €Nil payable to the Charity’s retirement benefit scheme (2024: €Nil).

Trade creditors and other creditors for which performance conditions have not been satisfied at balance sheet date are payable at various dates in the thirty days after the financial year end in accordance with the creditors usual and customary credit terms.

The €110,565 balance on the PAYE control account relates to the corresponding payroll taxes payable on the 5.34% salary increase granted to employees in December 2025 in line with our remuneration policy. This % salary increase was back dated in increments to October 2024.

Creditors for PAYE are payable in the timeframe set down in the relevant legislation.

## 15. Creditors: amounts falling due within one year (continued)

Deferred income	Deferred Income 31 Dec 2024 €	Amount taken to income in 2025 €	Cash received in 2025 €	Deferred Income 31 Dec 2025 €
Tusla	66,320	66,320	-	-
Cuan	51,452	1,763,023	1,799,945	88,374
Training Income 2025	20,650	20,650	2,600	2,600
<b>Total</b>	<b>138,422</b>	<b>1,849,993</b>	<b>1,802,545</b>	<b>90,974</b>

All funding from Tusla Child and Family Agency fully transitioned to Cuan in 2025.

## 16. Financial instruments

The carrying amount for each category of financial instruments is as follows:

Financial assets measured at amortised cost:	2025 €	2024 €
Trade debtors	8,360	22,044
Other debtors	230,220	276,478
Cash at bank and in hand	5,555,570	5,175,956
	<b>5,794,150</b>	<b>5,474,478</b>

Financial liabilities measured at amortised cost:	2025 €	2024 €
Trade creditors	65,416	126,356
Other creditors	261,459	318,956
	<b>326,875</b>	<b>445,312</b>

## 17. Net cash flows from operating activities

	2025 €	2024 €
Surplus for the financial year	458,507	166,063
Depreciation on tangible assets	39,867	30,087
(Increase) / decrease in stock	(6,858)	(108)
Decrease / (increase) in debtors	59,943	105,299
(Decrease) / increase in creditors due within one year	(118,437)	(128,412)
Net cash inflow from operating activities	433,022	172,929

## 18. Analysis of Net Assets by Fund

	Restricted funds 2025 €	Unrestricted funds 2025 €	Designated funds 2025 €	Total funds 2025 €
Fixed assets	1,347	574,424	-	575,771
Current assets	181,269	5,019	5,653,972	5,840,260
Current liabilities	(88,374)	(238,501)	-	(326,875)
<b>Total</b>	94,242	340,942	5,653,972	6,089,156

## Analysis of Net Assets by Fund previous year

	Restricted funds 2024 €	Unrestricted funds 2024 €	Designated funds 2024 €	Total funds 2024 €
Fixed assets	3,569	558,662	-	562,231
Current assets	117,773	1,131,544	4,264,413	5,513,730
Current liabilities	(117,773)	(327,539)	-	(445,312)
<b>Total</b>	3,569	1,362,667	4,264,413	5,630,649

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

There were no post reporting date events which require disclosure.

**20. Status**

The Charity is a company limited by guarantee not having a share capital.

The liability of the members of the Charity to contribute towards its assets is limited to an amount not to exceed the sum of €1 in each case.

**21. Taxation Clearance**

Women's Aid complies with Circular 44/2006 "Tax Clearance Procedures, Grants, Subsidies and Similar Type Payments" by providing its tax clearance access number to grant providers when requested.

**22. Related party transactions**

There were no related party transactions in 2025 that require disclosure. (2024: €2,085)

**23. Capital commitments**

There are no capital commitments authorised by the Board and not provided for at the year end 31 December 2025.

**24. Comparative periods**

Comparative figures are presented on a consistent basis with the prior year.

## 25. Unrestricted Funds – Designated

	1 Jan 2025 €	Income €	Expenditure €	Transfers in/out €	31 Dec 2025 €
6 months Operational Costs plus Costs of Closure	2,463,000	-	-	266,000	2,729,000
HR System	6,522	-	(2,796)	-	3,726
Maintenance Head Office	55,000	-	(1,510)	-	53,490
Strategic Planning	32,000	-	(28,050)	7,050	11,000
External Emergency Fund for Women and Children 2026	-	-	-	450,000	450,000
Internal Emergency Fund for Women and Children 2026-2028	330,000	-	(66,065)	66,065	330,000
Too Into You Project Costs 2026-2027	469,108	-	(80,611)	(172,404)	216,093
Survivor Engagement Programme 2026-2027	150,000	-	-	14,967	164,967
Research – “Custody and Access / Family Law”	36,000	-	(32,869)	(3,131)	-
Zero Tolerance Fund	116,930	-	(3,853)	-	113,077
Counselling Project - Services	42,940	-	(3,390)	-	39,550
Salaries Training – 2 Employer Engagement trainers & Health Trainer 2026-2027	322,767	-	(157,951)	202,396	367,212
E-Learning – Training & Development	40,000	-	(40,000)	20,000	20,000
Strategic Communications Consulting and Salary Costs 2026-2027	150,146	-	(69,631)	71,634	152,149
DV & Homeless Project 2026	40,000	-	-	15,494	55,494
Women’s Aid 50th Anniversary	10,000	-	(7,435)	(2,565)	-
Team Leader Services and Financial Accountant – 3 years Salary costs from mid 2026	-	-	-	438,214	438,214
Strategic Research Fund	-	-	-	200,000	200,000
Strategic Communications Campaign – Coercive Control	-	-	-	160,000	160,000
Collaborative training project with Disabled Women Ireland	-	-	-	150,000	150,000
<b>Total</b>	<b>4,264,413</b>		<b>(494,161)</b>	<b>1,883,720</b>	<b>5,653,972</b>

## 25. Unrestricted Funds – Designated previous year

	1 Jan 2024 €	Income €	Expenditure €	Transfers in/out €	31 Dec 2024 €
6 months Operational Costs plus Costs of Closure	2,369,286	-	-	93,714	2,463,000
HR System	8,718	-	(2,196)	-	6,522
Maintenance Head Office and Charity Shop	45,000	-	(14,080)	24,080	55,000
Strategic Planning	25,000	-	(14,102)	21,102	32,000
External Emergency Fund for Women and Children 2024	300,000	-	(296,673)	(3,327)	-
Internal Emergency Fund for Women and Children 2025-2027	370,000	-	(76,176)	36,176	330,000
Maternity Project 2024	173,448	-	(93,912)	(79,536)	-
Too Into You Project Costs 2025-2026	229,808	-	(39,345)	278,645	469,108
Survivor Engagement Programme 2025-2026	118,000	-	(6,896)	38,896	150,000
Research – “Custody and Access / Family Law”	66,257	-	(39,882)	9,625	36,000
Research – “Disabled Women and IPV”	28,196	-	(28,196)	-	-
Zero Tolerance Fund	118,075	-	(1,145)	-	116,930
Counselling Project - Services	46,370	-	(3,430)	-	42,940
Salaries – Employer Engagement Project 2025 – 2026 and Health Trainer for 12 months	274,745	-	(90,207)	138,229	322,767
E-Learning – Training & Development	29,816	-	(12,346)	22,530	40,000
Strategic Communications Consulting and Salary Costs 2025-2026	139,682	-	(60,615)	71,079	150,146
Homeless Project 2025 - Services	30,000	-	-	10,000	40,000
Women’s Aid 50th Anniversary	25,000	-	(25,000)	10,000	10,000
<b>Total</b>	<b>4,397,401</b>	<b>-</b>	<b>(804,201)</b>	<b>671,213</b>	<b>4,264,413</b>

## 26. Restricted Funds

	1 Jan 2025 €	Income €	Expenditure €	Transfers In/(out) €	31 Dec 2025
Restricted Funds	3,569	2,104,177	(2,013,504)	-	94,242

### Restricted Funds previous year

	1 Jan 2024 €	Income €	Expenditure €	Transfers In/(out) €	31 Dec 2024
Restricted Funds	111,858	1,876,204	(1,978,567)	(5,926)	3,569

## 27. Unrestricted Funds - General

	1 Jan 2025 €	Income €	Expenditure €	Transfers In/(out) €	31 Dec 2025
Unrestricted funds	1,362,667	3,275,617	(2,413,622)	(1,883,720)	340,942

### Unrestricted Funds – General previous year

	1 Jan 2024 €	Income €	Expenditure €	Transfers In/(out) €	31 Dec 2024
Restricted Funds	955,327	2,978,064	(1,905,437)	(665,287)	1,362,667

In 2025, the €1,883,720 approved transfer from unrestricted funds to designated funds is to ensure sufficient funds are ringfenced for several new planned initiatives in line with our strategic plan.

## 28. Reconciliation of capital and reserves

	2025 €	2024 €
At the beginning of the year	5,630,649	5,464,586
Surplus for the year	458,507	166,063
Closing reserves	<u>6,089,156</u>	<u>5,630,649</u>

## 29. Analysis of changes in Net Cash

	At 01/01/2025 €	Cashflows €	At 31/12/2025 €
Cash	5,175,956	379,614	<u>5,555,570</u>

## 30. Leases

Future minimum lease payments due on Dundrum Charity Shop:	2025 €	2024 €
Within one year	-	18,750
In two to five years	-	-
	<u>-</u>	<u>18,750</u>

Lease relating to the charity shop ended in September 2025 and the charity shop ceased trading at this date.

### 31. 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 2026
1	Cuan	DSGBV funding Programme	Restricted for use for supporting women who have been affected by Domestic Violence	<b>€1,917,717</b> Term: 01 January 2025 to 31 December 2025	<b>€1,829,343</b> <b>Capital grant?</b> No	<b>€88,374</b>
2	Department of Rural & Community Development; Administered by Pobal	Scheme to Support National Organisations	Restricted for use to support training and education to professionals who deal with women experiencing domestic violence. Also restricted to support the Strategic Communications Department in running public awareness campaigns.	<b>€364,000</b> Term: 01 July 2022 to 30 June 2026	<b>€91,002</b> <b>Capital grant?</b> No	<b>€Nil</b>
3	HSE	National Lottery Grants	Restricted for use to support the Too into You Education Roadshow which engages in activity and information events attended by young people.	<b>€3,000</b> Term: 01 April 2025 to 17 October 2025	<b>€3,000</b> <b>Capital grant?</b> No	<b>€Nil</b>

### **32. Contingent liabilities**

The charity had no contingent liabilities as at the 31 December 2025 (2024: €Nil).

### **33. Political Donations**

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

### **34. Approval of financial statements**

The board of directors approved these financial statements and authorised them for issue on 20 May 2026.

## Management Information

for Year Ended 31 December 2025

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

	Scheme to Support National Organisations €	2025 Total €
<b>Income</b>		
Scheme to Support National Organisations	91,002	91,002
<b>Total Pobal income</b>	<b>91,002</b>	<b>91,002</b>
<b>Expenditure</b>		
Staff Costs	85,849	85,849
Cleaning	253	253
Insurance	1,000	1,000
Light and Heat	1,000	1,000
Audit and Payroll Costs	1,000	1,000
Stationary and office supplies	900	900
IT Costs	1,000	1,000
<b>Total Pobal expenditure</b>	<b>91,002</b>	<b>91,002</b>
<b>Pobal Current Year End Surplus/(Deficit)</b>	-	-
Opening Pobal balance	-	-
Total Closing Pobal balances	-	-

## Cuan Income and Expenditure Analysis

	Cuan DSGBV funding programme €	2025 Total €
<b>Income</b>		
Cuan DSGBV funding programme	1,799,944	1,799,944
<b>Total Cuan income</b>	<b>1,799,944</b>	<b>1,799,944</b>
<b>Expenditure</b>		
Staff Costs	1,757,229	1,757,229
Supervision	4,500	4,500
Recruitment	460	460
Insurance	11,000	11,000
Mobile phone	4,317	4,317
Depreciation	2,222	2,222
Repairs and maintenance	4,500	4,500
Light and heat	6,000	6,000
Audit cost	3,500	3,500
Stationary and office supplies	2,286	2,286
Travel and Subsistence	7,503	7,503
IT costs	8,500	8,500
Payments to Other Service Providers	5,546	5,546
Helpline - Language Line costs	14,001	14,001
<b>Total Cuan expenditure</b>	<b>1,831,564</b>	<b>1,831,564</b>
<b>Cuan Current Year End Surplus/(Deficit)</b>	<b>(31,620)</b>	<b>(31,620)</b>

### Cuan Income and Expenditure Analysis (continued)

	Cuan DSGBV funding programme €	2025 Total €
Opening Cuan balance	53,283	53,283
Transfer 2024 balance Tusla DSGBV Grant to Cuan	68,058	68,058
<b>Total Closing Cuan balances</b>	<b>89,721</b>	<b>89,721</b>
 <b>Cuan closing fund balance is comprised of:</b>		
1. Cuan restricted funds carried forward for the depreciation of 2 funded Laptops for the High Risk Support Project purchased in 2023 and 1 funded laptop for the same project purchased in 2024	745	745
2. Cuan Restricted funds carried forward for Tusla funded (now Cuan) funded laptop purchased for a Maternity Outreach worker in 2024	602	602
3. Cuan Notified carried forward sums from 2025	88,374	88,374
<b>Total</b>	<b>89,721</b>	<b>89,721</b>

## HSE Income and Expenditure Analysis

	National Lottery Grants €	2025 Total €
<b>Income</b>		
National Lottery Grants	3,000	3,000
<b>Total HSE income</b>	<b>3,000</b>	<b>3,000</b>
<b>Expenditure</b>		
Staff Costs	3,000	3,000
<b>Total HSE expenditure</b>	<b>3,000</b>	<b>3,000</b>
<b>HSE Current Year End Surplus/(Deficit)</b>	-	-
Opening HSE balance	-	-
Total Closing HSE balances	-	-

# Statement of Public Benefit

Women's Aid exists to prevent and address the impact of domestic violence and abuse against women and children in Ireland. In 2025, the organisation delivered a wide range of high quality, specialist services, prevention initiatives, training, and advocacy activities that demonstrably provided significant public benefit, fully aligned with its charitable purpose under the Charities Act 2009.

In preparing this report, the trustees have had regard to the Charities Regulator's guidance on public benefit and are satisfied that Women's Aid's activities during 2025 provided clear public benefit.

Women's Aid's primary purpose is the protection of women and children from domestic violence and abuse. This purpose aligns with the charitable objective of advancing human rights, equality and diversity, and the protection of vulnerable groups, consistent with the Charities Act 2009.

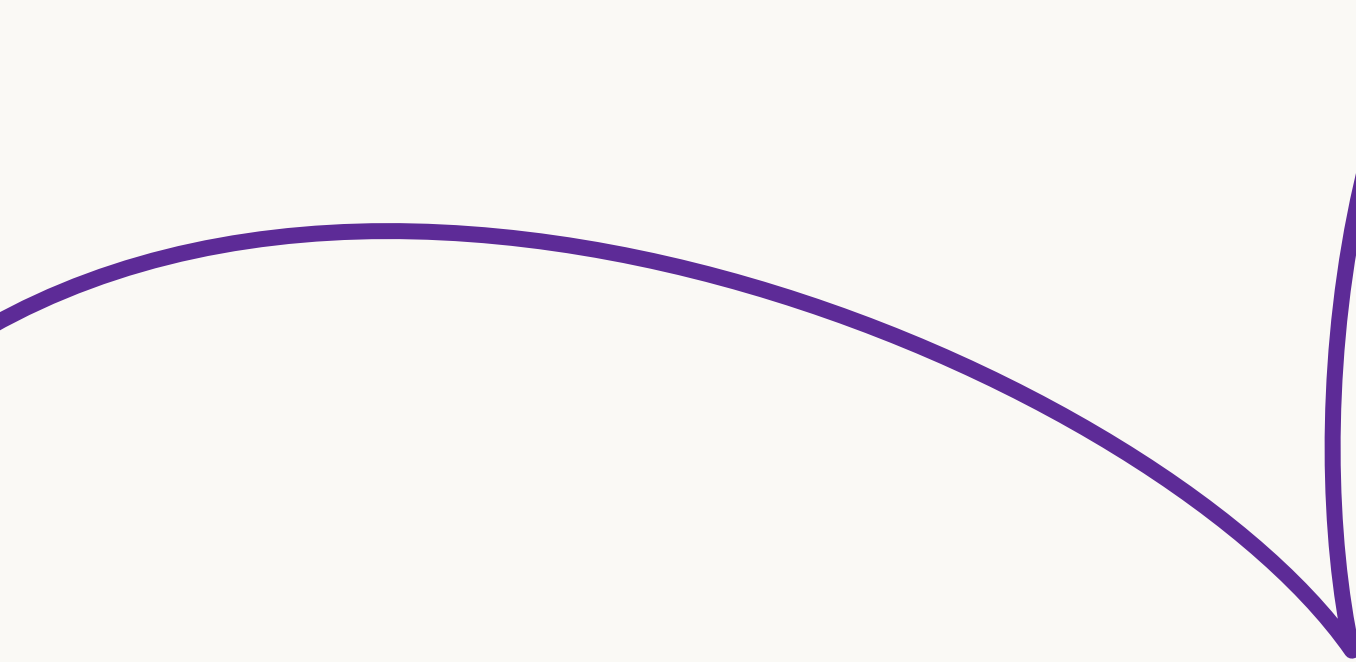
During 2025, Women's Aid responded to 37,790 contacts through its frontline services, representing a 12% increase on the previous year and the busiest year on record for the organisation. This included contacts through the 24-hour National Freephone Helpline, Instant Messaging Support Service, email, and specialist face to face services. The National Freephone Helpline alone responded to 28,179 contacts, with total conversation time increasing to 5,031 hours, reflecting the complexity and intensity of cases supported.

Women's Aid provided direct face to face and specialist supports to 1,575 women through its Outreach, court accompaniment, Domestic Abuse Information and Support Service (DAIS) at Dolphin House Family Law Court, Maternity Outreach Service, and the High-Risk Support Project (HRSP). The HRSP supported 267 women and 562 children at high risk of serious harm or femicide and continued its expansion toward a national multi agency response. The Maternity Outreach Service supported 187 pregnant or post-partum women, with 92% accessing the service for the first time, demonstrating early intervention impact.

## ***Ensuring accessibility remained central to public benefit delivery***

In 2025, Women's Aid facilitated 799 interpreter supported calls across 35 languages, with 63% involving non-EU languages, supporting migrant women to access safe, confidential assistance. Instant Messaging Support Services provided an essential channel for women unable to speak safely, including deaf and hard of hearing women.

Women's Aid also provided vital crisis assistance through its Emergency Funds. During 2025, the organisation distributed €86,515 through its Internal Emergency Fund to women accessing frontline services for urgent needs such as food, utilities, legal costs, and home security. Beyond direct services, Women's Aid delivered significant public benefit through prevention, training, and systems change. In 2025, the organisation reached 1,680 individuals through specialist training and awareness activities. A major milestone was the launch of the Women's



Aid Centre for Learning and Practice Development, advancing a national, trauma informed approach to building professional capacity and improving responses to domestic violence and abuse across sectors.

Women's Aid continued its national advocacy and awareness work to address the root causes of domestic violence. Through policy submissions, research, campaigning, public events and media engagement, the organisation influenced justice, housing, and community safety reform. In 2025, Women's Aid made six national policy submissions, achieved 2,977 media mentions, and grew its social media community to over 156,000 people. Through its Femicide Watch Project, Women's Aid recorded the violent deaths of seven women in Ireland during 2025, contributing to national awareness and prevention efforts.

Primary beneficiaries of Women's Aid's work are women and children experiencing domestic violence and abuse. Secondary beneficiaries include professionals, employers, policymakers, and the wider public who benefit from improved systems, training, awareness, and policy change. The public benefit generated by Women's Aid's work includes improved safety and wellbeing, increased understanding of domestic abuse and coercive control, enhanced professional, and institutional responses, and reduced social and economic harm through early intervention and prevention.

Women's Aid operates nationally, with direct services primarily delivered in the greater Dublin area and nationwide reach achieved through the National Freephone Helpline, training, advocacy, research, and digital prevention programmes. The organisation remains committed to ensuring its services are inclusive, accessible, and responsive to the diverse needs of women and children across Ireland.

# Company Information

## Charity Name

Women's Aid

## Companies Registration number

(CRO) 58035

## Revenue Commissioner Charity Number

(CHY) 6491

## Charities Regulator Number

(CRN) 20012045

## Senior Leadership Team

**Chief Executive Officer:** Sarah Benson

**Head of Training and Development:** Suzanna Knight

**Financial Controller:** Mari McCafferty

**Head of Strategic Communication and Fundraising:** Christina Sherlock

**Head of National Helpline Services:** Linda Smith

**Head of Regional Services:** Eavan Ward

## Board of Trustees/Directors

**Chairperson:** Ailbhe Smyth

**Directors:** Ailbhe Smyth, Suzanne Handley, Mary Patricia Acom, Megan Conway, Golda Hession, Sunniva Finlay, Brian Killoran, Lucy Maguire, Martina Quinn.

**Company Secretary:** Caoimhe Lynch

## Auditors:

**PKF 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, D02 RR27.

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**Women's Aid**

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Registered Charity No. 20012045  
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