**REGISTERED COMPANY NUMBER: SC297890 (Scotland) REGISTERED CHARITY NUMBER: SC002388**

**Report of the Trustees and Unaudited Financial Statements**

**For The Year Ended 31 March 2022 for**

**Monklands Women's Aid**

Atkinson Donnelly LLP I Cambuslang Court Cambuslang

Glasgow Strathclyde G32 8FH

**OBJECTIVES AND ACTIVITIES**

**Objectives and aims.**

Monklands Womens Aid has been serving women, children and young people in our community for over 40 years. Our core business and specialism relate specifically to DOMESTIC ABUSE. We exist solely to support women, children and young people who endure the trauma of domestic abuse. Our principal aim is to provide an environment where they can regain their power, increase their safeguards and improve their wellbeing. We see this as a partnership and by working together our aim is to reduce the risk of harm and danger posed to them and increase the positives in their lives. It is important to understand that this is their service, it is run by women for women and has been designed specifically from the feedback and comments shared by the women, children and young people who have used our services in the past and in the present. We encourage all those we serve to participate in the continual shaping of services, to ensure that the services are responsive to their needs.

**Principle objectives and aims of Monklands Women's Aid (MKWA)**

To promote the welfare and relieve the needs of women and their children (if any) where the women have suffered abuse (emotional, physical and sexual) in their home or within a relationship with their partners.

In furtherance of the above objects but not further or otherwise:

To provide temporary refuge for women and their children (if any) where the women have suffered abuse (emotional, physical and sexual) in their home or within a relationship with a partner.

To offer support, information and help to any woman or their children (if any) who ask for such help whether or not they are refuge residents and also offer support and advice to any woman or child who have left a temporary refuge.

To encourage women to determine their own futures.

To provide the opportunities for the education and emotional needs of the children (if any) to be met, particularly those residents in refuges.

To work to provide the opportunity for shared permanent housing for abused women and their children (if any).

To encourage statutory authorities and other agencies to recognise their obligations, legal and otherwise, towards abused women and their children (if any) and to act accordingly towards the prevention of abuse and relief of suffering.

Mindful of the fact that abuse (emotional, physical and sexual) can often be a result of the position of women in society, to promote education and to inform the community and their representatives with respect to the abuse of women and its **prevention.**

To encourage research into the causes, the prevention and relief of such suffering and abuse.

MKWA provide specialist integrated responsive services to women, children and young people who have experienced, who are at risk/danger of, or who are seeking to escape, domestic abuse. As a specialist domestic abuse service, MKWA provide women-only services. 'Women' means self-identifying women, as such MKWA is a trans-inclusive service. In the context of our service delivery, 'Children and young people' means girls and boys up to the age of 16. Older children can access services at our discretion. Children and young people can access our service in their own right or alongside their mother.

Interactions reflect the respect and commitment to the Health and Social Care Standards: Dignity and Respect, Compassion, Be Included, Responsive Care and Support and Wellbeing, focusing on Experience and Outcomes. Our service reflects individual equality and embraces the diversity which addresses unique needs. Gender-Based violence covers a spectrum of harassment, abuse, and violence, predominantly experienced by women and perpetrated by men.

This includes but is not limited to:

* Physical, sexual and psychological abuse and violence in the family, general community or institutions. This includes domestic abuse, rape, incest and child sexual abuse.
* Coercive and controlling behaviour in current or previous intimate relationships.
* Sexual harassment and intimidation at work, in public, and at home
* Commercial sexual exploitation including prostitution, pornography and trafficking.
* So called 'honour based' violence, including dowry-related violence, female genital mutilation, forced and child.

**marriages and 'honour' crimes.**

Work undertaken reflects a whole system approach and philosophy - proactive, preventative, maximising one's own resources and strengths and universal services. We also recognise complex issues that exacerbate needs; Substance misuse, LGBTI, BME, no recourse to public funds, alcohol/drug dependencies, mental health, socioeconomic disadvantages, poverty, disability (this list is not exhaustive), underpinned by a gendered analysis of domestic abuse. We provide an environment where women and their children can thrive as equal citizens socially, culturally, economically and politically. Where they can live free from fear or danger, have equal opportunity to live a healthy life and achieve their aspirations. We provide interlinked preventative and early intervention activities that maximise protective factors, increase safety, reduce threat/risk and improve wellbeing. Our ethos reflects the Scottish Government's approach to tackling Violence Against Women and Girls and the aims, priorities, key objectives and National Performance Framework outcomes.

We work collaboratively with all key individuals and stakeholders to identify and deliver effective outcomes around specialist domestic abuse services in the best interests of women, children and young people who are predominately the victims of domestic abuse by male perpetrators. We also recognise the different forms and intersectionality that can exacerbators and compound their situation; emotional, psychological, sexual and physical abuse, coercion and constraints. We are committed to working in multi-agency partnership settings to collaborate efforts to prevent/eradicate violence and abuse.

**Volunteers**

The charity has 6 volunteers.

**ACHIEVEMENT AND PERFORMANCE**

**Charitable activities**

**What do we provide to women, children and young people?**

Our purpose is to provide person-centred holistic services - underpinned by a feminist/gendered analysis of domestic abuse. Our core hours are 9 - 4 Monday to Thursday, 9 - 1.30 Friday. We offer a 24/7 On-Call service, during public holidays we offer a tailored On-Call service to ensure that demands are met.

Integrated Responsive Support Services - Women's Services & Children Services.

We recognise the negative impact that domestic abuse has on women and children, it is not possible to support one without consideration of the impact on the other. As such our integrated service and internal projects reflect and consider the person as an individual and as a unit. All services, whether they be for adult, child or young person will reflect their presenting and evolving needs. Our qualified specialist work is underpinned by the principles and processes set within recognised frameworks; for children and young people 'Getting It Right For Every Child' (GIRFEC) and for women Safelives framework; individual risk, need and tailored support assessments. Our aim is that, when a person approaches MKWA, we envelop their needs with our services. That is not to say that we are best placed to provide and cater for all their needs. In these instances, we fully utilise the skills and services of our trusted partners. This then ensures that the response is needs led - not resource led. The approach mitigates duplication, prevents mission drift and recognises specialism in that particular field. It is this approach that results in long term positive outcomes.

**Our specialist service outputs:**

Crisis Support - We recognise that the nature of our work does not always allow a planned approach to our interactions. Hence, we offer a Drop-In Service Mon-Thurs (9-4pm) and Friday (9-l.30pm). This service ensures that workers are available to offer responsive services and deal with unannounced attendance.

Refuge - This service ensures that safe temporary accommodation is available to women and any accompanying children and young people (CYP) who have experienced or are experiencing domestic abuse. As noted, beforehand, every person who engages with our service undergoes a risk and needs assessment. This identifies their specific needs and allows us to plan and manage presenting contributing factors; risk, need, support. As such we are able to assess the particular needs when assessing refuge provision. As a direct result of the Corona virus pandemic, we re-catergorised our shared model of refuge to that of single occupancy. Reports for those we serve have been such that we will continue in this approach as women tell us it better meets their needs. We have 8 properties, and we do our utmost to support as many women and children as possible. However, it is important to note that space availability is dependent on the composites and needs of the presenting families/individuals. If we do not have refuge accommodation available, we will support the person to identify appropriate refuge or safe accommodation.

On-Call services - We provide 24/7 for those in Refuge. Additional support is offered for those who have contributing issues that exacerbate their situation; physical or mental health needs, dependency and/or addiction issues. We offer intense support and work closely with external agencies on medium- and long-term goals for women.

Advocacy - This service provides support and welfare services at the earliest opportunity. A risk assessment, as with all services, provides the ability to identify high risk cases for referral to a MARAC (multi agency risk assessment conference) which looks to identify interventions to reduce or manage the risk. The service recognises the need for support in relation to legal options and support via court processes. As with all our outputs our Advocacy support optimises the service and resources of partner agencies by referring into mainstream services on an ongoing basis.

Telephone support - For some a voice at the end of the phone provides the safeguarding they feel they need. All services are GDPR compliant and as such we are able to gain verbal consent to support this process.

Housing Support Services - These services provide practical supports which supports the person to sustain their **accommodation; we liaise with contractors, organise repairs and security, signpost to partner agencies, arrange** adaptations in relation to impairments/disabilities and assist in making benefit claims to facilitate sustainability in living **arrangements.**

Email support - As above this mode of communication offers a further choice to engage and access specialist support.

One to One Support - We recognise that not everyone feels ready or able to engage in group work. Hence our one-to-one support is crucial to ensure that individuals have support that is shaped to their need, emotional support, support with benefits, parenting, relationships, health and wellbeing. One-to-One support ensures that appropriate private and confidential engagement is available. This support is threaded throughout all our interactions, and we have the flexibility to offer both elements to ensure that women, children and young people have what they need from the service.

Group work - We recognise the potential in all those who use our service. As such, we provide a safe environment in which a person has the opportunity to enhance and develop their skills. We offer weekly groups (Women's & Youth Groups) that offer a broad range of interesting activities that have been planned and designed by the participants, to increase and develop their skills and knowledge. We are committed to offer a place where the individual can empower themselves and these groups enable a balance of vocational and educational opportunities that result in improvement of knowledge, understanding and skills development.

Outreach service (Community/Home) - The Outreach service provides interventions for women at all stages of their journey and includes specialist emotional and trauma recovery support along with practical support around housing, financial and legal matters. This service is not restricted to those who have been in MKWA accommodation.

Resettlement Service (Follow-On) - When women move from refuge into their own accommodation this can be a point of vulnerability. Our resettlement service provides support to women to help them settle into their new area. This can be practical help to source fixtures and fittings for their new home and access benefits, if necessary, emotional support to deal with isolation, loneliness and ongoing legal issues and support to build their new lives through welfare services and support in accessing activities and courses in their new local area.

Basic Awareness Raising/Prevention work - We provide and deliver prevention education programmes in secondary schools, in community groups and within multi-agency settings.

Partnership/Multi Agency working - We recognise that to effectively challenge the issues around domestic abuse we cannot do so in isolation. We have long-term established relationships with statutory and third sector partners. We are committed to the continuation of our active partnership engagements and collaborative work.

We support women, children and young people experiencing domestic abuse by listening and believing them. In order to increase the level of safety, wellbeing and choices our services are underpinned by a feminist/gendered analysis of domestic abuse with a person-centred and needs-led approach. In the interests of those we serve and where identified, we work in partnership with statutory and voluntary agencies to provide additional support. This allows a further opportunity to promote awareness of the needs of both women and children affected by domestic abuse.

All our services reflect the principles and directive set, and recognised as the ideal, within the COSLA guidance. This guidance distinguishes specialist services from generic services on the grounds that they are underpinned by a gendered• understanding of domestic abuse; they are rights-based and safety-focused; they avoid secondary victimisation; they can provide, where possible, a range of services on the same premises; their approaches are integrated, recognising the relationships between victims/survivors, perpetrators and their environment; and they address the specific needs of women, children and young people who are victims and survivors of domestic abuse (Council of Europe, 2012).

**Statistics**

There continues to be increased levels of complexity and the need for intensive interactions with presenting cases has increased significantly over the last year, the level of complexity and need is unique to each individual and we respond accordingly to each person's situation. It is overly simplistic to look at quantitative data in silo, as it only tells one side of the story. Quantitative data/statistics do not reflect need for specialism or the multifaceted work that is being provided. It is within the qualitative data that you will find the quality of work and real difference being made. However, in the interests of offering figurative data, we note that in this financial period we have supported 561 people (420 Women & 141 Children).

**What makes us specialist in the field?**

* Achieved LGBT Charter Mark

-Affiliated to Scottish Women's Aid

* Care Inspection Grades 2019 Inspection Outcomes in Management & Leadership & Care and Support. We have retained the highest possible grading and have done since 2014.

**Monklands Women's Aid**

**Report of the Trustees**

**For The Year Ended 31 March 2022**

* Domestic Abuse is our specialism and core focus.

--Feminist & Gendered analysis of domestic abuse

* Grassroots organisation
* Integrated service model; women's and children's services, refuge provision, group work, outreach, follow-on, advocacy
* National Service Standards (retained since 2012). National Service Standards (NSS) is a collaborative development.

between a number of Women's Aid groups and Scottish Women's Aid (SWA) that set out the recognised standards of the specialist service.

* Registration with the SSSC
* Specialist qualified to the highest level.
* Trauma informed.
* Women, Children & Young People tell us we are the specialist, and we are their chosen service.

**Our commitment to feminism and equality**

The feminist analysis of domestic abuse identifies the issue as both a cause and consequence of women's inequality. It occurs because women are valued less highly and have fewer and different opportunities to men in society. It also maintains that inequality deprives women of the ability to fulfil their individual potential. As a feminist organisation we and our members promote approaches to the prevention of domestic abuse which acknowledges that abuse against women and children is overwhelmingly perpetrated by men and is symptomatic of wider structural inequalities in society.

Feminism combines theoretical critiquing of inequality with an activist commitment to social change: the two cannot be separated. We therefore strive to ensure that our commitment to feminism and to achieving equality is reflected in all the work we do, from the way we deliver our services to the way we run our organisation. This means a strong commitment to our core feminist values, to positive power, to empowerment, to inclusivity, to choose, to solidarity as well as to transparency and accountability. Feminism also recognises that the different manifestations of women's inequality are connected and reinforce each other, making it necessary to address inequality in all its forms. We recognise that many individuals and communities experience unlawful and unfair discrimination and oppression on the grounds of their race, disability, age, sexual orientation, religion or belief as well as gender. We believe that equality for all is a human right and actively oppose all forms of unlawful and unfair discrimination. We promote and uphold women's rights and children's rights and recognise that power imbalance lies at the root of the abuse. The abuse of children, in cases of domestic abuse is a result of both women's inequality and inequality between children and adults. We celebrate the diversity of society and strive to promote and reflect diversity within our organisation.

**ACIITEVEMENT AND PERFORMANCE**

**Monldands Women's Aid Policies** & **Procedures**

Monklands Women's Aid has a suite of policies in place that reflect the principles, rules, and guidelines adopted by the organisation to reach its long-term goals. These policies help guide the actions of all individuals involved in the service. They ensure and endorse the well-being of all families, children, staff, volunteers and everyone who is connected to the service. They provide consistency amongst staff, service users and children, they guide decision making processes and achieve rational outcomes. Our policies are reviewed on a 3 yearly cycle, and/or when there are relevant changes in legislation, regulation or other appropriate circumstances. Directors review policies regularly to ensure they comply with current legislation, best practice and staff training.

Equality Impact Assessments are carried out on all organisational policies. The purpose of undertaking the quality Impact Assessments (EIAs), introduced by the Labour Government under the Race Relations Amendment Act 2000, was a way of requiring public service providers to assess the likely impact of policy decisions, we have introduced this as an additional quality assurance exercise to ensure that organisational policies reflect a gendered and feminist analysis and respects the position of those we serve. Monklands Women's Aid has a range of risk assessment practices and protocols that continually monitor, measure and introduce counter measure to mitigate unfolding external and internal risk to **service provision.**

**Confidentiality, Data protection and GDPR**

As part of the conditions of our funding there are times when we have. a duty to share appropriate, proportional and relative information. All users, contributors and supporters can be assured that, when possible, this information will be anonymised and when required will be secure and proportionate to contractual conditions. Full details of our privacy notices can be found on our website.

**Environmental commitment**

Monklands Women's Aid recognise that it has a responsibility to the environment beyond legal and regulatory requirements. We are committed to reducing our environmental impact and continually improving our environmental performance as an integral part of our business strategy and operating methods. In order to reduce and mitigate disproportionate generation of paperwork we utilise all our resources to best effect; store our privacy statement and GDPR on website, while holding detailed information electronically until formally requested.

**Organisational Achievements**

Attainment of LGBT Charter Mark

Attainment of additional National Service Standards aim and retention (2019)

Care Inspection March 2019 - Highest grading in all inspected services; Management & Leadership & Quality in Care and Support.

**Organisational Training**

Adult Protection

ACE's & Early Trauma Training

Child & Young Person Experiencing Domestic Abuse Child Protection/Safeguarding

Core Induction Training

Domestic Abuse Awareness Raising Tool (DAART) Dynamics, Coercive Control & Law

Equalities

Fire Safety Awareness & Warden Duties First Aid Awareness Training

GDPR

Governance/Trustee roles and responsibilities (this list is not exhaustive) Health & Safety Awareness

History of WA and the WA movement Infection Prevention & Control

LGBT Experiences of Domestic Abuse Lone Working

OASIS - case management system Organisational polices & systems.

**ACHIEVEMENT AND PERFORMANCE**

Own My Life Facilitators Course (5 Days) Play, Learning & the Brain (Open Uni)

Professional Boundaries Risk and Needs Assessments Running Own My Life

Support skills training Inc. trauma informed approaches Supporting CYP's Wellbeing (Open Uni)

Trauma informed interventions

Understanding the Dynamics of Domestic Abuse

**Accreditation**

Care Inspectorate -highest possible scores retain since 2014 (leadership, support, staff) Delivering trauma informed care and practice.

LGBTI Charter Mark Living Wage employer

Scottish Government Trauma Informed Pledge Scottish Women's Aid National Service Standards

SSSC registrations held for all registerable posts, Social Worker, Housing Support manager, supervisors, housing support workers.

**Team's qualifications**

BA Childhood practice

COSCA Counselling Supervision Diploma Counselling

Diploma Social Work HNC Social Care

MA (Hons) Degree in Social Work MA Psychology (Hons) Degree

Management and leadership SVQ SCQF Level 4 & Level 5 PDA Practice Learning (Social Services)

PDA: Domestic abuse advocacy (IDAA)

Post Graduate Certification in Child Protection

Risk Assessment Training, Multi Agency Risk Assessment Conference (MARAC) - Chair and JDDA (advocate) Safelives Service Managers (OCN - (Distinction)

SVQ3 Social Care

S/NVQ L2 Early Years Care & Education or equivalent (this list is not exhaustive)

**Organisational Training - Directors:**

Board Governance & Board dynamics Child Protection

Organisational Development Day

Domestic Abuse Act & Coercive Control Training Feminist Governance Training

Financial Governance Induction Training New Trustee Training

Trustee Development Day (this list is not exhaustive)

**Corona Virus Covid 19 Pandemic**

At the outset of the pandemic, we implemented a pre-emptive approach, as well as invoking a responsive dynamic disaster recovery plan. Subsequent arrangements were introduced that reflected the fluidity of the Scottish Governments mapping and direction guidelines.

**ACHIEVEMENT AND PERFORMANCE**

The organisation adopted a proactive, considered approach at the outset. We utilised our Disaster Recovery policy, and procedures, and used them as a framework to effectively manage the unfolding risks, while responding rapidly and nimbly to the evolving directions, and subsequent Scottish Government mapping and phased plans. This process enabled us to effectively plan, thus mitigate risk to the organisation, service users and staff alike, while planning for recovery and, where necessary, invoking protective mechanisms to counter unfolding risk/threats, thus protecting, while still developing the organisations infrastructure. We applied this dynamic approach to mitigate the risk to those we support, whilst still recognising the opportunity to develop and innovate our service delivery models. We re-profiled our model of refuge from shared to single occupancy, applied a moratorium of all group work, dynamic action planning and action logs, communication plans. During this time, we undertook a full communications upgrade, responsive on-call rotas, blended working models, improved health and safety protocols and generally magnified safeguards and measures to ensure we optimised every opportunity to counter unpredictable and ever-changing risk, whilst still maintaining our specialist service. Ongoing reviews of our risk register provided the compass which charted our way through the ever-unfolding landscape. We note that we also commenced annual Equality Impact Assessments and a full review of organisational Risk Assessments during this period. The trustees used all the aforementioned to ensure that we remain a going concern.

**FINANCIAL REVIEW**

**Principal funding sources**

The principal funding sources (2021-22) were the Scottish Govermnent and North Lanarkshire Council.

Scottish Government funded service (Equally Safe Violence Against Women & Girls Fund) Delivering Equally Safe Fund

Local Authority funded services (Education & Families) Housing Benefit (Centtal Government)

Funding secured until 2017 - 2020 (extended to September 2021)

Funding secured until March 2025

Fund 20 months 2018 -2020 (extended to May 2021) - Ended 31st May 2021

Variable income dependent on circumstances of service

**user**

Equally Safe Violence Against Women & Girls Fund - 2019-2020 was the 3rd year of a 3-year funding period, ending 2020. The award funded Monklands Women's Aid Integrated Responsive Support Services. Specifically funding the provision of our advocates and children's service. This outcomes model has proven to fully optimise the resources available to the fullest possible positive affect for those we serve.

North Lanarkshire Council contracted with non-gendered provider that supports both women and men. We are a feminist organisation, and our memorandum and articles reflect the needs of women, children and young people and do not directly provide services to men.

Additional Covid related (ad hoc) funding. We would note our gratitude in relation to the additional funds received during this financial period. This has enabled the organisation to counter shortfalls and meet the ever-increasing demands of our specialist women's and children's services.

**Delivery of additional services funded by ad hoc funders:**

Easter, Summer, October week & Christmas programmes for the women and children we serve, women, children and young people benefited, and all reported a fantastic experience.

**Partnership Working**

We regularly engaged in the following partnership interactions. We also note the numerous daily interactions with multidisciplinary colleagues, whilst we worked in the best interests of those we serve (this list is not exhaustive):

All partnership meetings have been conducted in line with the Scottish Government guidance and route map and via distanced mechanisms due to Covid 19.

* Domestic Violence Disclosure Scheme Forum - joint screening processes (social work, education, health and police) The scheme aims to prevent domestic abuse by empowering individuals with the right to ask about the background of their partner, potential partner or someone who is in a relationship with someone they !mow, and there is a concern that the individual may be abusive. The scheme aims to enable potential victims to make an informed choice on whether to continue the relationship and provides further help and support to assist the potential victim when making that informed choice. We have been proactive partners and continue to offer specialist knowledge and understanding of the process.
* ESVAWG fund managers - We have an ongoing positive relationship with Impact Funding Partners and Inspiring Scotland and have engaged at both training and monitoring levels. We utilise this interaction as additional levels to enhance our internal and external quality assurance processes.
* MARAC Review Group & Multi-Agency risk Assessment Conferences - The MARAC discusses cases who have been assessed as high risk of murder or serious harm. We continue to receive accolades in terms of our professionalism in this role from partner agencies and the coordinator alike. A MARAC is a regular local meeting, where the collective discussion takes place with the victim's needs central to the outcome. Central to the success of this process is the provision of independent advocates, which we provide. Our advocates ensure that the woman and child(s) needs remain central to the process. All our advocates have been trained and our CEO has undergone the managers training. We continue to receive testimonials to reflect the level of professionalism we offer. We used our interactions within MARAC to reduce the risk of significant harm or homicide, thus increasing safeguards, mitigating risks and accessing additional resources thus meeting the needs of those we serve.
* Multi-Agency Tasking and Coordinating Group - is a Police Scotland initiative to identify and manage the most harmful domestic abuse perpetrators. Again, we work in partnership in the interest of women and children to assist police colleagues to deploy lawful measures to reduce the risk posed to them by the perpetrator.
* North Lanarkshire Community Justice Partnership - We have a strong history of investing in partnership working with our public and third sector colleagues. The North Lanarkshire Community Justice Partnership is committed to working together with the community to effectively develop community justice to improve the quality of life of residents in North Lanarkshire in order to prevent and reduce re-offending. It has been recognised that local communities and third sector are a vital part of the process which aims to prevent and reduce further offending and the harm that it causes, to promote desistance, social inclusion and citizenship.
* North Lanarkshire Council Local Planning Group - We are involved within Airdrie Local Planning Group. The partnership is undertaking a range of improvement activities and during the first year of this plan are gathering information and evidence, from this work and other source, to further improve our understanding of well-being and the needs of children, young people and families in North Lanarkshire. We anticipate that this will both confirm and challenge our current priorities and outcomes.
* Lanarkshire Council Violence Against Women & Girls Strategic Group (VAWSG) - We have been active participants since the introduction of North Lanarkshire VAWSG. The VAWSG works to deliver the agreed strategy; to raise awareness of domestic abuse and other forms of gender-based violence. Our collective aim is to ensure adequate and effective service delivery along with a plan to prevent gender-based violence in the long term. In North Lanarkshire violence against women is seen as part of the Public Protection agenda. Reporting mechanisms are taken to the Public Protection and Integrated Children's Services Chief Officers Group, which in turn reports to North Lanarkshire Partnership the strategic driver for community planning.
* Safe & Together Steering Group & Practitioners Forums - We have invested significantly in the roll-out and application of this model within NLC. All staff have been trained and we are seen as champions within the setting. This child-centred model derives its name from the concept that children are best served when we can work toward keeping them safe and together with the non-offending parent (predominately the female domestic abuse survivor). The Model provides a framework for partnering with domestic abuse survivors and intervening with domestic abuse perpetrators in order to enhance and augment the safety and well-being of children. We continue to deploy institutional advocacy techniques at the Safe & Together practitioner's forums which we attend regularly. Most recently one of the women we **serve was involved in a case implementation exercise. Her experience and our participation were recognised in a** published social work article. She reports to feeling empowered and listened to as a result of this interaction. The reader will note from the article that she has regained custody of her children and has developed her understanding of coercive control and she is proud of what she has achieved.
* Scottish Women's Aid (National Service Standards retained since the introduction in 2012 - new standard I introduced November 2018 -completed December 2018). The NSS has been written to ensure that the value of specialist Women's Aid services is clearly defmed and that the criteria are underpinned by service user feedback, monitoring and evaluation. The standards are a tool that Women's Aid groups can use to measure the specialist domestic abuse services they provide. We also work with local affiliated women's aid groups to harmonise and maximise shared resources in the best interests of those we serve.
* Social Work, Education, Housing, NHS partnerships - Health Visitors, GPs, Community mental Health Team Additions
* Ongoing collaborative working to support a coordinated partnership response when supporting women, children and young people who endure the trauma that is domestic abuse.

The charity was incorporated as a company limited by guarantee as a requirement of one of its major funders. This has not affected the charity's ability to operate and provide services in any way. This action will secure significant future funding.

The organisation actively seeks ad hoc funding to counter variable income and rising costs which current funding does not meet. It is evident that donations have significantly reduced over this period and is reflective of the difficult financial landscape which we all strive to navigate. This is further exacerbated by the roll out of Universal Credit, which has a significant impact on our ability to access funding for women who have been sanctioned by the protocols of the system.

Monldands Women's Aid

**Report of the Trustees**

**For The Year Ended 31 March 2022**

**Fundraising Strategy**

Fundraising is on an ongoing basis and regularly applies for any regional assistance which may be available. Additional funding received in 2021-22:

Amazon

Bobby & Jan Spiers C. Payne

Children In Need Craig Armstrong David McGuire G. Band

Garfield Weston Foundation Inver House Distillers

Scottish Govermnent - DES Fund Scottish Govermnent - Wellbeing Fund

Scottish Govermnent Emergency Fund - 100 Days St Margaret's High School

The Robertson Trust TKMaxx

Various donators via Go Fund Me

We would like to thank everyone who continues to support our work and the women, children, and young people we

**serve.**

**Reserves policy**

Any unutilised reserves are retained for future expenditure. No distributions to members will be made. The charity had net incoming resources for the year of £92,564 (2021: £128,740).

The reserves of the charity are as described in accounting policies. It is the policy of the charity to build up unrestricted funds equated to approximately 4 months unrestricted expenditure to provide sufficient resources to meet ongoing projects and closure costs if required.

The trustees chose to designate some reserves for specific identified purposes. These are described in note 14 to the accounts and total £182,017 which include a provision for future redundancy costs should this be required. This is particularly relevant where staff are funded by restricted funds. The designated funds also include a provision for the potential additional costs in relation to maternity leave, a provision for uncollected rent from North Lanarkshire Council for 2 of the refuges and a general contingency of 2 months budgeted costs. This has been designated due to the uncertain nature of future funding and potential gaps between funding renewal.

The unrestricted, undesignated reserves as of 31st March 2022 amounted to £222,189 which represents around 4 months expected unrestricted expenditure.

**FUTURE PLANS**

North Lanarkshire council decided to contract with a gender-neutral provider rather than the established services that MKWA have provided for over 40 years to women, children and young people. North Lanarkshire council is now the only local authority in Scotland not to fund a grassroots women's aid service.

Despite the unpresented funding threats and North Lanarkshire Councils decisions, amidst the global pandemic, we have not only managed to survive but we have thrived.

We are happy to report that we have been able to secure funding from supportive sources and have been able to continue with our specialist integrated service for women, children, and young people in North Lanarkshire.

We would specifically note that our Delivering Equally Safe aware has recently been extended until 31st March 2025, whilst simultaneous activities within the Scottish Govermnent are taking place to review how specialist services are able to secure sustainable funding long term.

**Report of tile Trustees**

**For The Year Ended 31 March 2022**

**STRUCTURE, GOVERNANCE AND MANAGEMENT**

**Governing document**

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

In the event of the company being wound up members are required to contribute an amount not exceeding £1.

**Recruitment and appointment of new trustees**

The directors of the company are also the charity trustees. The minimum number of directors is three with no maximum number. All appointments fall to be confirmed at the annual general meeting. The existing directors may appoint any person willing to become a director.

**Organisational structure**

The board of trustees, which must have at least 3 members, administers the charity. The board meet regularly to oversee the day-to-day operations of the charity. They are also responsible for the strategic direction and policy of the charity.

The directors are not involved in the day to day running of the charity which is delegated to the Chief Executive Sharon Aitchison.

**Induction and training of new trustees**

New trustees undertake basic orientation to ensure they are aware of legal obligations under both charity and company law. Prior to their invitations to take up their posts they are already aware of the practical work undertaken by the charity.

**Wider network**

Monklands Women's Aid is affiliated to Scottish Women's Aid which is a national network providing similar support.

**Related parties**

There are no known related parties with which the charity is involved.

**Risk management**

The trustees have a duty to identify and review the risks to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error.

There are no major risk areas to disclose in the financial statements.

**Corona Virus Covid 19 Pandemic** - **proactive dynamic disaster recovery arrangement**

The organisation adopted a proactive, considered approach at the outset of the pandemic and continued to adhere to said throughout. We utilised our Disaster Recovery policy, and procedures, and used them as a framework to effectively manage the unfolding risks, while responding rapidly and nimbly to the evolving directions, and subsequent Scottish Government mapping and phased plans. This process enabled us to effectively plan, thus mitigate risk to the organisation, service users and staff alike, while planning for recovery and, where necessary, invoking protective mechanisms to counter unfolding risk/threats, thus protecting, while still developing the organisations infrastructure. We applied this dynamic approach to mitigate the risk to those we support, whilst still recognising the opportunity to develop and innovate our service delivery models. We re-profiled our model of refuge from shared to single occupancy, applied a moratorium of all group work, dynamic action planning and action logs, communication plans. During this time, we developed a full communications upgrade, responsive on-call rotas, blended working models, improved health and safety protocols and generally magnified safeguards and measures to ensure we optimised every opportunity to counter unpredictable and every changing risk, whilst still maintaining our specialist service. Ongoing reviews of our risk register provided the compass which chart our way through the ever-unfolding landscape. We note that we also commenced annual Equality Impact Assessments and a full review of organisational Risk Assessments during this period. The trustees used all the aforementioned to establish that we remain a going concern. In line with public health direction, we have slowly resumed our original service.

**REFERENCE AND ADMINISTRATIVE DETAILS Registered Company number** SC297890 (Scotland)