

Company number: 6726553

Charity Number: 1126433

# The Pankhurst Trust (Incorporating Manchester Women's Aid)

Report and financial statements  
For the year ended 31<sup>st</sup> March 2020

The Pankhurst Trust (Incorporating Manchester Women's Aid)

Reference and administrative information

for the year ended 31 March 2020

**Company number** 6726553

**Charity number** 1126433

**Registered office and operational address** The Pankhurst Centre  
60-62 Nelson Street  
Manchester  
M13 9WP

**Trustees** Trustees, who are also directors under company law, who served during the year and up to the date of this report were as follows:

Louise Sutherland	Chair
Sally Hobbs	Vice-Chair
Janet Pickering	Secretary
Emma Evans	Treasurer
Liz Jones	
Saleema Kauser	
Yvonne Lauder	
Sara Radcliffe	
Melanie Sharples	
Polly Simpson	Resigned 7 <sup>th</sup> May 2019
Kate Stone	Resigned 24 <sup>th</sup> July 2019
Susannah Thompson	
Mary Watson	

**Key management personnel**

Gail Heath	Chief Executive Officer
Lynne Warner	Business Manager
Elaine De Fries	Director of Operational Services

**Bankers** Royal Bank of Scotland  
Drummond House, 1 Redheughs Avenue, Edinburgh, EH12 9JN

CAF Bank  
25 Kings Hill Avenue, Kings Hill, West Malling, Kent, ME19 4JQ

**Solicitors** Linder Myers  
5<sup>th</sup> Floor, 19 Spring Gardens, Manchester M2 1FB

**Auditors** Slade & Cooper Limited  
Greenfish Resource Centre, 46-50 Oldham St, Manchester, M4 1LE

# The Pankhurst Trust (Incorporating Manchester Women's Aid)

## Trustee's Annual Report

for the year ended 31 March 2020

The trustees present their report and the audited financial statements for the year ended 31 March 2020. Included within the trustees' report is the directors' report as required by company law. Reference and administrative information set out on page 1 forms part of this report. The financial statements comply with current statutory requirements, the Memorandum and Articles of Association and the Statement of Recommended Practice - Accounting and Reporting by Charities: SORP applicable to charities preparing their accounts in accordance with FRS 102.

### **Objectives and Activities**

In 2019/20 we took time, as an organisation, to consider how the unequal legal, social and cultural environment in which women and girls live, work and grow continues to affect their status in all areas of life in society, whether public or private, in the family or the labour market, in economic or political life, in power and decision-making. We were then able to reassess the impact of this inequality in social gender relations, in particular as violence against women and girls.

The outcome of this period of reflection and review was a reconfirmation of our mission to promote the equality of women and the benefit of women suffering or at risk of domestic abuse and a renewed commitment to ensuring that our charitable work contributes to ensuring women have equal and fair representation at every level of our society.

The Pankhurst Trust Strategic Plan 2019-24 makes clear our vision of a society where every woman has a right to be safe and to be heard, and is able to take action to drive the change she wants to see. It reiterates our commitment to working to achieve this in a way that is consistent with our values. The Pankhurst Trust Business Plan 2019-24 describes how the two strands of our charity – the Pankhurst Centre and Manchester Women's Aid domestic abuse services – intend to organise and prioritise in pursuance of our charitable objects, which are:

- 1) To promote the equality of women;
- 2) To promote the benefit of women suffering, or at risk of suffering, domestic abuse and their dependants with the objects of:
  - a. Relieving need, hardship and distress among such beneficiaries
  - b. Promoting the mental and physical health of such beneficiaries
  - c. Advancing the education of such beneficiaries
  - d. Advancing the education of the general public in relation to issues of women's equality and domestic abuse
- 3) To secure for the public benefit the preservation, restoration, improvement, enhancement and maintenance of 60-62 Nelson Street, Manchester as a building of historic and architectural interest, which building shall house a heritage and educational centre for visitors regarding the suffrage movement, women's equality and domestic abuse together with a drop-in centre for women, space for conferences, classes and social events.

During the year we operated from eight sites dispersed across Manchester, providing a wide variety of services, some of which are integrated and others, such as communal refuge and some groupwork and play services, which remain separate and specific to meet the needs of women and children.

In brief our domestic abuse services include:

- Some universal services which are accessible to all and focus on intervening early to prevent harm and raise awareness;
- Community-based domestic abuse services which focus on reducing social isolation, safety planning and increasing civic engagement;
- A range of specialist domestic abuse services which focus on increasing the safety, health, wellbeing and confidence of survivors; and,

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- Expert therapeutic domestic abuse services which are focused, quite simply, on providing immediate access to life-saving support and rebuilding shattered lives.

In addition, as the charity that manages the historic home where the suffragette movement began, we have a dedicated team of staff and volunteers who enable us to reach out to over 10,000 visitors and 18,000 social media followers a year through our museum, women's centre and heritage community events.

In this report the trustees of The Pankhurst Trust (Incorporating Manchester Women's Aid) look at what the charity has achieved and the outcomes of our work during the year.

The trustees have referred to the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and in planning how our activities will contribute to the aims and objectives that have been set. The trustees recognise that good governance in charities is fundamental to their success and aspire to the highest standards laid out in the Charity Governance Code to enable and support the charity's compliance with the law and relevant regulations and promote a culture where everything works towards fulfilling the charity's vision.

They are informed in this task by robust performance management and monitoring systems that capture the outcomes - and outputs - of our work, and by comprehensive consultation processes that incorporate service user, staff, volunteer and stakeholder experience of services gathered through a variety of formal and informal processes.

We are affiliated to the Women's Aid Federation of England (WAFE) and are proud to have achieved national quality marks for our domestic abuse services from: The Women's Aid National Quality Accreditation Mark and SafeLives Leading Light Accreditation. We are members of the Association of Independent Museums (AIM) and Hidden8 Small Museums Network.

## Beneficiaries of our Services

Our vision is of a society where every woman has a right to be safe and to be heard, and is able to take action to drive the change she wants to see. We aim to empower our beneficiaries to make a real, improved difference to their lives and to all of our communities. We do this by making sure the experiences and needs of the individuals and groups that use our services are central to all we do and are underpinned by our core values. These values were developed through consultation with clients, volunteers, staff and management and adopted in 2019. We are proud to be able to say this is how our beneficiaries and workers see us:

**Courageous** by challenging inequality, stepping forward and making change;

**Affirming** by supporting and inspiring, paying attention to discover what matters;

**Generous** by sharing our skills, creating energetic positive links, and thriving together; and

**Rooted** by being secure in our communities, participating and nurturing a sense of belonging.

By ensuring our organisation is strong and sustainable, and by following a dynamic strategy for development which includes awareness and profile raising, prudent management of funding and resources, judicious decision making and careful governance, we were able to improve and expand access for families to a wider range of services and activities in 2019/20 than ever before.

We have made vast improvements to our performance management and this data is being used to keep projects on track, identify gaps in provision, measure our social impact and show funders that we are as good as we say we are.

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for the year ended 31 March 2020

We work primarily within the boundaries of the City of Manchester and our services to beneficiaries are designed to deliver on local strategy and the 5 themes of the Our Manchester values:

- a) A thriving and sustainable city
- b) A highly skilled city
- c) A progressive and equitable city
- d) A liveable and low carbon city
- e) A connected city

### **How we did this during 2019-20:**

- *Employing an average of 48 employees within 42.2 full-time equivalent roles, 83% of whom were paid above the Real Living Wage level*
- *By providing volunteer opportunities for an average of 60+ volunteers*
- *Providing 12 student placements and project opportunities*
- *Bringing £783,664 of non-Manchester City Council (MCC) and non-Manchester Health and Care Commissioning (MHCC) money into the city*
- *Promoting 2 volunteers into paid employment and 2 existing staff into higher paid roles*
- *Providing physical activity sessions to 23 families and play sessions to 5-15 year olds in refuge*
- *Increasing wellbeing and offering friendship to an average of 25 beneficiaries each week attending our drop-in service and advice clinics*
- *Reducing the need to travel by car and thus positively impact our carbon footprint by improved IT access and encouraging use of public transport*
- *Collaborating with other local heritage sites to improve the experience of visitors to Manchester*

We continue to extend our reach to as many beneficiaries as funding and capacity allows, including:

- 4,128 people visited the Pankhurst Centre for tours and activities
- 42 new families accessed safe refuge spaces
- 27 Manchester GP practices received update training in the identification of Domestic Abuse
- We trained over 1,300 social care and health professionals
- We provided placements for 6 social work students and provided project opportunities for 5 University of Manchester Business School students
- We ran 372 play sessions to support 1200 attendances by children

In 2019-20, of the 1,241 unique domestic abuse survivors we directly supported:

- 9% were over 50, 39% from non-white ethnic groups. 35% of all clients were in work, 7% were seeking work and 5% were long-term sick or disabled
- 15% of all clients disclosed a disability, including physical, learning, hearing, visual or mental health. 2% disclosed multiple disabilities and 36% disclosed a mental health vulnerability, 8% of all clients disclosed a physical health vulnerability and 3.5% stated that they had drug and /or alcohol support needs. 13% declared more than one vulnerability
- 35% had no recourse to public funds and 4% had no income at all when first entering our service

Within the Pankhurst Centre itself, volunteer-led drop in sessions continued to attract women from all walks of life to come together to learn, socialise and organise and to access legal, housing and welfare benefit advice surgeries provided by our partners. Wellbeing activities, including crafts and cooking,

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provide valuable opportunities to upskill and reduce social isolation for the c.500 women who attended during 2019-20.

Our museum, based in 62 Nelson Street Manchester, is the former home of Emmeline Pankhurst and her daughters who fought for votes for women, launched the suffragette movement and set out to change the course of history. The museum continued to attract large numbers of visitors in 2019-20, with 4,128 people benefitting from increased opening times and an incredible programme of events throughout the year. All this was brought to an abrupt halt in March 2020 with the outbreak of Covid-19 but we will fight on to bring the real life story of suffrage back to prominence, even a global pandemic can only stop us for a few months!

We continue to look to our beneficiaries to inform how our services can be improved whilst remaining safe, relevant and fulfilling. Thanks to our supporters incredible generosity following a break-in we were able to increase security and make plans for improved lighting and artefacts. It is also thanks to their voices that we look forward to a revamped museum bringing a 21<sup>st</sup> century experience to a 20<sup>th</sup> century story.

## Achievements and performance

In our report for the year ended 31<sup>st</sup> March 2019 we reported our intention to publish a 5-year Strategic Plan, supported by a robust Business Plan, designed to strengthen and extend our services. This strategy identified 4 core aims and 12 objectives for delivery and we are delighted to have met expectations.

We were able to change the way in which gender inequality and violence against women and girls is regarded, understood and interpreted by strengthening our heritage and domestic abuse prevention work through achievement of our **Prevent Objectives for 2019-20:**

- To share the story of number 62 Nelson Street, and ensure it survives for generations to come
- To build corporate and donor relationships to increase unrestricted funds to support growth
- To develop new collaborations to improve services for children vulnerable to abuse or vulnerable to abusive behaviours

We secured funding to improve and update the museum experience and cement its place as one of the must-go-to heritage places in Manchester. A number of new, and existing, donors have provided us with opportunities to make improvements to the fabric of the building and plan activities that are essential to its continuation, including introducing a new creative heritage programme for children and young people.

We secured £10k per year for 4 years from a new funder, Leathersellers, to deliver play sessions in refuge and we look forward to the opportunities that this new collaboration will bring.

We were able to accelerate our journey to expand the reach and impact of our holistic, whole family, strengths-based domestic abuse model through the achievement of our **Provide Objectives:**

- To explore collaborations with improve our response to violence against women and girls on all family members, including an understanding of perpetrator behaviour in our work
- To work consistently to increase our income to continue our community based, expand our life-saving accommodation based services and ensure the continuation of the heritage museum
- To embed new management approaches for survivors with additional need to become better able to have an impact in unfamiliar places

In 2019, our core domestic abuse services for refuge and community outreach were subject to a competitive tendering process. We put together a bid to extend our existing services by offering a

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programme of whole-family support including groupwork for perpetrators, an improved therapeutic offer for children, and introducing new dispersed refuge to extend access to refuge beyond our current single sex offer. We used the opportunity to review our approach and introduce new roles to support our work, for example a Children and Families Worker and a Complex Needs Worker, and new partnerships to enhance our offer, for example the Proud Trust and Wai Yin Society. We made commitments to seek additional accreditation to demonstrate the quality of our services, for example Respect accreditation, and look forward to commencing delivery of stronger, inclusive services in April 2020.

We were able to move closer to our ambition to build strong and enduring partnerships to deliver high quality services through the achievement of our **Partner Objectives:**

- To seek new collaborations to improve access to safe, secure and affordable homes for women and their families impacted by violence against women and girls (VAWG)
- To strengthen existing and develop new networks that will enable survivors and their families to live well and be active partners in their health and well-being
- To evidence the social and community value of our work, in particular in our priority areas

We formed a partnership with a number of other VAWG organisations looking into housing options for women and children affected by domestic abuse. We have committed Reserves spending to research long-term solutions including the development of housing provision and will seek investment through new collaborations with experts in the housing sector.

Our Sport England funded project, Be Active Manchester, continued to provide health and wellbeing activity both in the community and the refuges. 23 families received support through befriending, drop-in wellbeing sessions and low impact activities.

We are investing in the power and potential of our heritage seekers, clients, staff and volunteers to achieve change through the achievement of our **Prosper Objectives:**

- To embed a distributed leadership approach to service provision to increase the capacity of our staff, volunteers and clients to innovate and drive change
- To refresh and embed our core values into everyday practice to ensure all have a positive, personal experience that leaves them feeling valued, informed and empowered
- To develop innovative employment, skills and training initiatives to increase safe referral to specialist support and financial independence

Six BAME staff members undertook the Common Purpose Leadership Course and used their skills learned to lead our HR Rise project, a thorough review of our:

- Cultural intelligence
- Vision and Values
- Policies and Procedures

Their leadership throughout this project encouraged more people than ever before to have their voice heard and contribute to a number of surveys and workshops with the result that:

- 53 people told us what they see as our core values and these were adopted into practice in December 2019. We are proud to identify with these values and have started the process of ensuring all potential staff and volunteers can evidence their commitment to the same

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- 75% of staff, 43% of volunteers and 73% of trustees took part in an independent race equality review undertaken by Anisa Training and we are encouraged that 90% of respondents believe PTMWA is a welcoming (safe and accepting) environment for BAME people, free from direct and indirect discrimination, and 80% believe that the organisation is committed to equality of opportunity for staff and volunteers

We have developed action plans to put into practice recommendations from the HR Rise project and will monitor our performance and progress towards becoming the best representation of our client base that we can.

Our volunteering programme, whilst drastically reduced during the Covid-19 outbreak, supported every area of the business throughout 2019-20 including heritage, museum services, refuge, outreach and coaching. These 42 volunteers are, and will continue to be, key to our success as they work alongside our staff to deliver added value to our services.

### Plans for the future

Our plans must take account of the impact of the Covid-19 pandemic. For the final two weeks of 2019-20 and up to and including the date of this report, we have and continue to face a global pandemic, providing a challenge that is unprecedented in recent times.

The impact of this threat is already having a profound effect on how we structure to deliver services and the role we have in keeping our clients, heritage visitors, volunteers and staff safe and well. The situation remains dynamic and at the time of writing this report the actual impact of total lockdown and probable longer-term restrictions are not yet fully understood.

What is clear is that the current lockdown restrictions have forced us to review how, and if, our staff deliver services. We have taken the very difficult decision to temporarily close the museum and suspend face-to-face services of all kinds. Refuge services continue to be delivered, albeit staff have reduced their onsite hours to essential activity only and are supporting women by telephone where appropriate. Play sessions have been suspended and outreach services are being delivered remotely.

Our funders have stated that they expect us to deliver services but to be flexible about how we do it. We expect this to mean that some services will run at a reduced level and others will depend heavily on telephone support and video-conferencing. However we get through this time, we will take learning from it, from our beneficiaries and staff, and emerge stronger and wiser.

Our strong financial position will enable us to make investment where necessary in otherwise unplanned activity – additional IT and office equipment for staff working from home, intense cleaning of buildings, personal protective equipment for staff onsite. However, the impact on our budget and reserves will need to be closely monitored and revised later in the year.

We remain ambitious as we enter Year 2 of our 5-year strategic plan. This despite the uncertain future and the realisation that plans for 2020-24 will have to be reviewed as we become more informed about the virus and the impact the fight to contain it will have on our economy and social relations, At the time of writing this report our objectives for 2020-21 include:

#### **Prevent:**

- Planning and implementing effective infection control and Covid 19 recovery plans to ensure the health and wellbeing of our clients, visitors volunteers and staff
- Beginning the transformation of the museum space to install 21<sup>st</sup> century displays, improve access to the archive and develop a heritage programme for primary schools

#### **Provide:**

- Identifying a safe, evidence-based toolkit for delivery of whole family interventions

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- Continuing to develop client voices groups to enable and evidence co-production of services
- Reviewing and understanding how we will maintain active volunteer levels during the pandemic
- Preparing for further accreditations for quality assurance e.g. Respect, Navajo

### **Partner:**

- Continuing to work with local housing providers, and VAWG organisations to extend housing provision
- Enhancing our services by working with commissioners and funders to introduce new, safe, remote access work and support options for clients, visitors, volunteers and staff

### **Prosper:**

- Implementing the recommendations contained in the PTMWA Race Equality Action Plan and embedding our newly developed values, policies and procedures in all areas of the business
- Working with commissioners and funders to ensure the continuation of our heritage offer and essential universal, community, specialist and therapeutic domestic abuse services

### **How we will do it**

Our plans rely on reliable existing partnerships, new collaborations and strong financial control. We recognise that, in light of the Covid-19 outbreak, maintaining and delivering safe, quality and sustainable services is going to be difficult but we have a track record of responding positively to challenge and are confident in our ability to weather this storm.

Our volunteer Board of Trustees will provide oversight and assurance of all that we do through:

- Quarterly meetings of Board of Trustees, strategic planning and training sessions
- Board committees, which include Board and independent members with specific expertise
- Project steering groups
- Partnership steering groups and collaborations

## **Related parties and relationships with other organisations**

Our partnerships with other organisations are important to us and strengthen the services that we provide both to Manchester residents and visitors from the UK and abroad.

Our collaborations have been strengthened and expanded regionally and nationally throughout 2019-20. The relationship with the Hidden 8 network of heritage sites across Greater Manchester has been strengthened and has provided invaluable support and knowledge. Our joint tours with Elizabeth Gaskell's House encourage visitors to experience both sites, and contribute to our local economy. New membership of both the Association of Independent Museums and the Feminist Libraries and Archives Network has brought new audiences, as well as training and funding opportunities. Collaborations with higher education institutions, including placements from both the University of Manchester (UoM) and Manchester Metropolitan University (MMU), joint events with MMU's Manchester Centre for Public History and Heritage, and the hosting of the Arts and Humanities Research Council-funded Challenging Domesticity research network have furthered our reach, boosted outputs, and broadened our appeal. Our events and activities programme continues to build on collaboration with others, which in 2019-20,

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has included Manchester City Council's Strong Manchester Women campaign, National Lottery Heritage Fund projects such as Remembering Resistance and Greenham Women, and local creatives, such as Time & Again Theatre Company and Small Fry Art Collective.

Our domestic violence and abuse services are guided by local and national policies and we are proud to contribute to these as a specialist service provider. We are affiliated to the Women's Aid Federation of England (WAFE); attend Manchester's Multi-Agency Domestic Abuse Forum to monitor and inform local strategy; are members of the Multi-Agency Risk Assessment Committee (MARAC); we attend the Domestic Abuse Practitioner Forum; we support Manchester's Safeguarding and Safe & Together Boards as specialist independent panel members for Domestic Homicide Reviews. We are members of Manchester's Voluntary and Community Sector (VCSE) Leaders Group, working together to deliver a strong and inclusive VCSE sector for all of Manchester's residents.

### **Financial review**

The trustees of the charity agreed to commit £208k of reserves to activity during 2019-20, this activity to include workplace capacity building and development, PR support, volunteering costs, consultancy and development of our values. Due to additional donations of cash and in-kind being received, the deferment of some activity due to the announcement of the large-scale tender by Manchester City Council and effective cost control resulted in only £56k of reserves being called upon.

Our individual projects continue to at least maintain balanced budgets even when delivering over target, thanks to a commitment to delivering high quality, cost effective performance managed services

Our heritage and cultural activity benefitted from additional income from café sales and donations and managed to operate within budget despite no dedicated funding from sources other than these and room hire.

We are constantly aware of the funding risks that all our services are exposed to and are investing in our fundraising capacity in order to maintain existing services and grow new ones. It is expected that the Covid-19 outbreak will release monies and provide opportunities that would otherwise not have been there but the impact on longer term funding is, as yet, unknown. Our Playfund (children) and MiDASS (midwifery support) projects remain those at immediate risk and, in 2020, we will prepare a business case for securing further funding for our IRIS (Identification and Referral to Improve Safety) GP project which is currently due to end in March 2021. We were successful in 2019 with our bid for refuge and outreach projects commissioned by Manchester City Council and have funding until March 2022 with a review hopefully to extend this to 2025.

Our cultural offer is without dedicated external funding and, with the Covid-19 outbreak forcing a temporary closure, we were, and continue to be, reliant on the Government's Job Retention Scheme and fundraising to ensure the survival of the Pankhurst Centre and the activity within.

During the year we were delighted to secure new funding from:

- Manchester City Council to deliver to March 2020 domestic abuse services in refuge, outreach and midwifery settings. These commitments have values of £332,816, £153,605 and £50,000 respectively
- National Lottery Community Fund to start a new BAME-focussed project in May 2019 at a value of £469k over 3 years

### **Reserves policy**

The charity intends to maintain a "free" reserve in unrestricted funds to:

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## Trustee's Annual Report

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- Meet the cost of service development;
- Protect its investment in premises, equipment and staff
- Meet any possible redundancy costs.

In addition, reserves will be held to continue to offer a basic service in line with its charitable objects for a period of between 3 and 6 months.

The Board of Trustees set the reserves level on an annual basis and changes to this are informed by performance, risk and opportunity management systems taking into account service development, secured funding and other factors affecting operational costs. If reserves fall below the agreed level the Trustees will consider ways in which unrestricted funds can be raised to bring the reserve in line with the amounts set out in this policy.

The level of reserves at 31<sup>st</sup> March 2020 is £1,106,769 (2019: £1,162,878). This includes the Pankhurst Centre lease of £283,340 (2019: £286,649), restricted reserves of £115,599 (2019: £167,734) and funds of £163,528 designated by the trustees in furtherance of its charitable objects. These designations to include:

• Capacity building staffing costs	£92,479
• Refuge play area improvements	£25,000
• Office relocation costs	£50,000
• Dispersed property set ups	£40,000
• Research and development	£5,000
• PR Support	£6,750
• Consultancy	£15,000
• Museum programme	£14,700

This leaves a free reserve of £469,838 which equates to c.3.5 months of operating costs.

## Structure, governance and management

### Governing document

The organisation is a charitable company limited by guarantee, incorporated on 17<sup>th</sup> October 2008 and registered as a charity on the 24<sup>th</sup> October 2008. The company was established under a Memorandum and Articles of Association which established the objects and powers of the charitable company and is governed under its Articles of Association.

### Company status

Members of the charity guarantee to contribute an amount not exceeding £1 to the assets of the charity in the event of winding up. The total number of such guarantees at 31<sup>st</sup> March 2020 was 12 (2019:13).

### Trustees

The trustees are directors of the charity and, under the company's Articles, are known as Board members with voting rights. They have no beneficial interest in the charity.

All trustees give their time voluntarily and receive no benefits from the charity. Any expenses reclaimed from the charity are set out in note 12 to the accounts.

The trustees undertake a skills audit to identify gaps in Board experiences and new trustees are appointed on a 3-year term to fill these gaps. There is an induction and training plan in place for all trustees to strengthen their role in strategic planning. Trustees are also able to access the

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organisational training plan and attend any that they feel would be beneficial to their role and/or understanding. A trustee usually represents the charity at the annual WAFE conference.

### **Organisational structure**

The organisation is affiliated to the Women's Aid Federation of England (WAFE) but is an independent charitable company with its own structure and operational policies.

The trustees delegate day-to-day management of the charity to the Chief Executive Officer and the Senior Management Team:

Chief Executive Officer	Gail Heath
Business Manager	Lynne Warner
Director of Operational Services	Elaine De Fries
Operations Managers	Christie Webster
	Vanessa Flanders (resigned February 2020)
	Kate Shirley (started 1 <sup>st</sup> May 2019)

The CEO and SMT make decisions on daily operations with any decisions concerning the strategic direction, additional spend on budget, legal issues and anything else considered outside the remit of the CEO or SMT is escalated to Board.

### **Remuneration policy for key management personnel**

The remuneration package for all personnel comprises of a basic salary and contribution to a pension scheme. All salaries are agreed by the trustees annually.

The charity is subject to auto-enrolment and contributions are currently made at 3.5% as agreed by the trustees in 2012. This is reviewed annually, most latterly in March 2020.

### **Risk management**

The trustees consider all major risks to which the charity is exposed and are satisfied that the procedures in place to manage them are adequate and effective. The Audit Committee role was reviewed in 2018 whose remit is:

*"To take delegated responsibility on behalf of the Board of Trustees for ensuring that there is an effective framework for accountability; for examining and reviewing all systems and methods of control, both financial and otherwise, including risk analysis and risk management; and for ensuring the charitable company is complying with all aspects of the law, relevant regulations and good practice."*

The charity regularly reviews its' risk register in light of internal and external environmental changes and makes changes where necessary. All refuge, staff, management and Board meetings feed into these reviews and all staff are given the opportunity to contribute.

### **Funds held as custodian trustee on behalf of others**

The charity has not acted as custodian trustee for any other charity during the period.

# The Pankhurst Trust (Incorporating Manchester Women's Aid)

## Trustee's Annual Report

for the year ended 31 March 2020

### **Statement of responsibilities of the Trustees**

The trustees (who are also directors of The Pankhurst Trust (Incorporating Manchester Women's Aid) for the purposes of company law) are responsible for preparing the Trustees' Annual Report and the Financial Statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles in the Charities SORP
- Make judgements and estimates that are reasonable and prudent
- State whether applicable UK Accounting Standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware:

- There is no relevant audit information of which the charitable company's auditors are unaware
- The trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information

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

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Trustee's Annual Report

for the year ended 31 March 2020

**Auditors**

Slade & Cooper Ltd were re-appointed as the charitable company's auditors during the year and have expressed their willingness to continue in that capacity.

This report has been prepared in accordance with the provisions applicable to companies subject to the small companies' regime of the Companies Act 2006.

The Trustees' Annual Report has been approved by the trustees on 23 December 2020 and signed on their behalf by



.....  
Louise Sutherland

Chair of the Board of Trustees

Independent auditors' report  
to the members of  
The Pankhurst Trust (Incorporating Manchester Women's Aid)

**Opinion**

We have audited the financial statements of The Pankhurst Trust (Incorporating Manchester Women's Aid) (the 'charitable company') for the year ended 31 March 2020, which comprise the Statement of Financial Activities (including the income and expenditure account), the Balance Sheet, the Statement of Cash Flows and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2020, and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

**Basis for opinion**

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

**Conclusions relating to going concern**

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the charitable company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

**Other information**

The trustees are responsible for the other information. The other information comprises the information included in the trustees' 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.

## **Independent Auditor's Report (continued)**

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 2006**

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report (incorporating the directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' report has been prepared in accordance with applicable legal requirements.

### **Matters on which we are required to report by exception**

In the light of our knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies' regime and take advantage of the small companies' exemptions in preparing the Trustees' Annual Report and from the requirement to prepare a strategic report.

### **Responsibilities of trustees**

As explained more fully in the trustees' responsibilities statement set out on page 12, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

## **Independent Auditor's Report (continued)**

### **Auditor's responsibilities for the audit of the financial statements**

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our auditor's report.

### **Use of our report**

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Chinwe Jennifer Daniel FCCA DChA

Senior Statutory Auditor

*for and on behalf of*

Slade & Cooper Limited  
Statutory Auditors  
Green Fish Resource Centre  
46-50 Oldham Street  
Manchester  
M4 1LE

Date:

The Pankhurst Trust (Incorporating Manchester Women's Aid)

Statement of Financial Activities  
(including Income and Expenditure account)  
for the year ended 31 March 2020

	Note	Unrestricted funds £	Restricted funds £	Total funds 2020 £	Total funds 2019 £
<b>Income from:</b>					
Donations and legacies	3	60,634	27,697	88,331	58,519
Charitable activities:	6				
Accommodation		843,678	-	843,678	817,712
Community Services		-	960,709	960,709	766,564
Children's Services		-	35,985	35,985	40,952
Pankhurst Activities		-	24,348	24,348	15,985
Other trading activities	4	11,028	-	11,028	27,337
Investments	5	(1,580)	-	(1,580)	5,465
<b>Total income</b>		<b>913,760</b>	<b>1,048,739</b>	<b>1,962,499</b>	<b>1,732,534</b>
<b>Expenditure on:</b>					
Raising funds	8	9,013	-	9,013	2,645
Charitable activities:	7				
Accommodation		605,607	-	605,607	574,786
Community Services		(13,481)	1,176,887	1,163,406	823,134
Children's Services		-	59,723	59,723	48,885
Central & Welfare		40,354	6,996	47,350	138,255
Pankhurst Activities		78,342	55,167	133,509	206,459
<b>Total expenditure</b>		<b>719,835</b>	<b>1,298,773</b>	<b>2,018,608</b>	<b>577,431</b>
<b>Net income/(expenditure) before net gains/(losses) on investments</b>		193,925	(250,034)	(56,109)	1,155,103
<b>Net income/(expenditure) for the year</b>	10	<b>193,925</b>	<b>(250,034)</b>	<b>(56,109)</b>	<b>1,155,103</b>
Transfer between funds		(196,862)	196,862	-	-
<b>Net movement in funds for the year</b>		<b>(2,937)</b>	<b>(53,172)</b>	<b>(56,109)</b>	<b>1,155,103</b>
<b>Reconciliation of funds</b>					
Total funds brought forward		995,144	167,734	1,162,878	1,224,508
<b>Total funds carried forward</b>		<b>992,207</b>	<b>114,562</b>	<b>1,106,769</b>	<b>2,379,611</b>

The statement of financial activities includes all gains and losses recognised in the year.  
All income and expenditure derive from continuing activities.

The Pankhurst Trust (Incorporating Manchester Women's Aid)  
Company number 6726553

Balance sheet as at 31 March 2020

	Note	2020	2019
		£	£
<b>Fixed assets</b>			
Tangible assets	14	305,137	318,493
<b>Total fixed assets</b>		<b>305,137</b>	<b>318,493</b>
<b>Current assets</b>			
Stock		5,076	10,656
Debtors	15	159,490	290,597
Investments	17	202,600	201,950
Cash at bank and in hand	16	557,560	487,297
<b>Total current assets</b>		<b>924,726</b>	<b>990,500</b>
<b>Liabilities</b>			
Creditors: amounts falling due in less than one year	18	(123,094)	(146,115)
<b>Net current assets</b>		<b>801,632</b>	<b>844,385</b>
<b>Total assets less current liabilities</b>		<b>1,106,769</b>	<b>1,162,878</b>
<b>Net assets</b>		<b>1,106,769</b>	<b>1,162,878</b>
<b>The funds of the charity:</b>			
Restricted income funds	20	114,562	167,734
Unrestricted income funds	21	992,207	995,144
<b>Total charity funds</b>		<b>1,106,769</b>	<b>1,162,878</b>

These accounts are prepared in accordance with the special provisions of part 15 of the Companies Act 2006 relating to small companies and constitute the annual accounts required by the Companies Act 2006 and are for circulation to members of the company.

The notes on pages 20 to 38 form part of these accounts.

Approved by the trustees on 23 12 2020 and signed on their behalf by:

  
Louise Sutherland (Chair)

Emma (Trustee)

The Pankhurst Trust (Incorporating Manchester Women's Aid)

Statement of Cash Flows  
for the year ending 31 March 2020

	Note	2020 £	2019 £
<b>Cash provided by/(used in) operating activities</b>	24	<b>85,321</b>	<b>1,005,209</b>
<i>Cash flows from investing activities:</i>			
Dividends, interest, and rents from investments		(1,580)	5,465
Purchase of tangible fixed assets		(13,478)	-
<b>Cash provided by/(used in) investing activities</b>		<b>(15,058)</b>	<b>5,465</b>
Increase/(decrease) in cash and cash equivalents in the year		70,263	1,010,674
Cash and cash equivalents at the beginning of the year		487,297	693,356
<b>Cash and cash equivalents at the end of the year</b>		<b>557,560</b>	<b>1,704,030</b>
<b>Reconciliation of cash equivalents to items in the Balance sheet</b>			
		2020 £	2019 £
Cash at bank and in hand		557,560	487,297
		557,560	487,297

# The Pankhurst Trust (Incorporating Manchester Women's Aid)

## Notes to the accounts for the year ended 31 March 2020

### **1 Accounting policies**

The principal accounting policies adopted, judgments and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

#### **a Basis of preparation**

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), second edition - October 2019 (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006 and UK Generally Accepted Accounting Practice.

The Pankhurst Trust (Incorporating Manchester Women's Aid) meets the definition of a public benefit entity under FRS102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note.

#### **b Preparation of the accounts on a going concern basis**

The trustees consider that there are no material uncertainties about the charitable company's ability to continue as a going concern.

The trustees have made no key judgments which have a significant effect on the accounts.

The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amount of assets and liabilities within the next reporting period.

# The Pankhurst Trust (Incorporating Manchester Women's Aid)

## Notes to the accounts for the year ended 31 March 2020 (continued)

### **c Income**

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received and the amount can be measured reliably.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

For legacies, entitlement is taken as the earlier of the date on which either: the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the charity that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution. Where legacies have been notified to the charity, or the charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is treated as a contingent asset and disclosed if material.

Income received in advance of a provision of a specified service is deferred until the criteria for income recognition are met.

### **d Donated services and facilities**

Donated professional services and donated facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), general volunteer time is not recognised; refer to the trustees' annual report for more information about their contribution.

On receipt, donated professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

### **e Interest receivable**

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the Bank.

# The Pankhurst Trust (Incorporating Manchester Women's Aid)

## Notes to the accounts for the year ended 31 March 2020 (continued)

### **f Fund accounting**

Unrestricted funds are available to spend on activities that further any of the purposes of charity.

Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose.

Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

### **g Expenditure and irrecoverable VAT**

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Costs of raising funds comprise the costs of heritage goods sold at the Pankhurst Centre.
- Expenditure on charitable activities includes the costs undertaken to further the purposes of the charity and their associated support costs.
- Other expenditure represents those items not falling into any other heading.

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

### **h Allocation of support costs**

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back office costs, finance, personnel, payroll and governance costs which support the charity's programmes and activities.

### **i Operating leases**

Operating leases are leases in which the title to the assets, and the risks and rewards of ownership, remain with the lessor. Rental charges are charged on a straight line basis over the term of the lease.

### **j Tangible fixed assets**

Individual fixed assets costing £1,000 or more are capitalised at cost and are depreciated over their estimated useful economic lives on a straight line basis as follows:

Leasehold building	Straight line over the period of the lease
Fixtures and fittings	12.5%
office equipment	25%
Play equipment	25%

## The Pankhurst Trust (Incorporating Manchester Women's Aid)

### Notes to the accounts for the year ended 31 March 2020 (continued)

#### **k Stock**

Stock is included at the lower of cost or net realisable value. In general, cost is determined on a first in, first out basis. Net realisable value is the price at which stocks can be sold in the normal course of business after allowing for the costs of realisation. Provision is made where necessary for obsolete, slow moving, and defective stocks. Donated items of stock are recognised at fair value which is the amount the charity would have been willing to pay for the items on the open market.

#### **l Debtors**

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

#### **m Cash at bank and in hand**

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

#### **n Creditors and provisions**

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

# The Pankhurst Trust (Incorporating Manchester Women's Aid)

## Notes to the accounts for the year ended 31 March 2020 (continued)

### o Pensions

Employees of the charity are entitled to join a defined contribution 'money purchase' scheme. The charity's contribution is restricted to the contributions disclosed in note 11. There were no outstanding contributions at the year end.

## 2 Legal status of the charity

The charity is a company limited by guarantee registered in England and Wales and has no share capital. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity. The registered office address is disclosed on page 1.

## 3 Income from donations and legacies

<b>Current reporting period</b>	Unrestricted £	Restricted £	Total 2020 £
Donations - Heritage	-	19,958	19,958
- Other	53,237	6,495	59,732
Miscellaneous income	7,397	1,244	8,641
	<hr/>	<hr/>	<hr/>
<b>Total</b>	60,634	27,697	88,331
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>
<b>Previous reporting period</b>	Unrestricted £	Restricted £	Total 2019 £
Donations - Heritage	10,404	16,176	26,580
- Other	685	11,289	11,974
Miscellaneous income	9,884	10,081	19,965
	<hr/>	<hr/>	<hr/>
<b>Total</b>	20,973	37,546	58,519
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

The Pankhurst Trust (Incorporating Manchester Women's Aid)

Notes to the accounts for the year ended 31 March 2020 (continued)

**4 Income from other trading activities**

	2020 £	2019 £
Room hire	1,862	12,532
Sales	9,166	14,805
	<hr/>	<hr/>
	11,028	27,337
	<hr/> <hr/>	<hr/> <hr/>

All income from other trading activities is unrestricted.

**5 Investment income**  
**Current reporting period**

	Unrestricted £	Restricted £	2020 £
Income from bank deposits	(1,580)	-	(1,580)
	<hr/>	<hr/>	<hr/>
	(1,580)	-	(1,580)
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

Income from bank deposits was overstated in previous year resulting in negative income in the current year.

**Previous reporting period**

	Unrestricted £	Restricted £	2019 £
Income from bank deposits	5,465		5,465
	<hr/>	<hr/>	<hr/>
	5,465	-	5,465
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

The Pankhurst Trust (Incorporating Manchester Women's Aid)

Notes to the accounts for the year ended 31 March 2020 (continued)

**6 Income from charitable activities**

<b>Current Reporting Period</b>	unrestricted Accommodation £	Community Services £	Restricted Children's Services £	Pankhurst Activities £	Total 2020 £
Housing Related Support	332,816	153,605	-	-	486,421
Small Grants	3,500	236,557	20,509	24,348	284,914
Manchester City Council	-	-	15,476	-	15,476
Big Manchester	-	30,886	-	-	30,886
Iris	-	405,037	-	-	405,037
Sahara	-	134,624	-	-	134,624
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
	336,316	960,709	35,985	24,348	1,357,358
<b>Fees and other income</b>					
Rent & Service Charges Rec'l	526,197	-	-	-	526,197
Voids	(18,835)	-	-	-	(18,835)
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
	507,362	-	-	-	507,362
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
	843,678	960,709	35,985	24,348	1,864,720
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>
					2020 £
Restricted income					1,021,042
Unrestricted income					843,678
					<hr/>
					1,864,720
					<hr/> <hr/>

The Pankhurst Trust (Incorporating Manchester Women's Aid)

Notes to the accounts for the year ended 31 March 2020 (continued)

**6 Income from charitable activities**

<b>Previous Reporting Period</b>	<i>Unrestricted Accommodation £</i>	<i>Community Services £</i>	<i>Restricted Children's Services £</i>	<i>Pankhurst Activities £</i>	<i>Total 2019 £</i>
<i>Housing Related Support</i>	332,816	153,605	-	-	486,421
<i>Small Grants</i>	2,800	107,000	10,000	15,985	135,785
<i>Manchester City Council</i>	-	-	30,952	-	30,952
<i>Big Manchester</i>	-	25,563	-	-	25,563
<i>Iris</i>	-	405,037	-	-	405,037
<i>Sahara</i>	-	650	-	-	650
	<u>335,616</u>	<u>766,564</u>	<u>40,952</u>	<u>15,985</u>	<u>1,159,117</u>
<b>Fees and other income</b>					
<i>Rent &amp; Service Charges Rec'l</i>	511,516	-	-	-	511,516
<i>Voids</i>	(29,420)	-	-	-	(29,420)
	<u>482,096</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>482,096</u>
	<u>817,712</u>	<u>766,564</u>	<u>40,952</u>	<u>15,985</u>	<u>1,641,213</u>
					2019 £
Restricted income					823,501
Unrestricted income					817,712
					<u>1,641,213</u>

The Pankhurst Trust (Incorporating Manchester Women's Aid)  
Notes to the accounts for the year ended 31 March 2020 (continued)

**7 Analysis of expenditure on charitable activities**

<b>Current Reporting Period</b>	Accommodation Refuges £	Community Services £	Children Services £	Pankhurst Activities £	Central & Welfare £	Total 2020 £
Staff costs	200,252	673,808	20,593	38,954	29,444	963,051
Premises	264,322	712	-	32,585	4,347	301,966
Administration	20,085	66,616	596	5,831	(26,557)	66,571
Project costs	4,785	130,868	934	20,030	18,906	175,523
Depreciation	8,062	-	-	3,209	15,563	26,834
Governance costs (see note 9)	-	-	-	-	5,647	5,647
Support costs (see note 9)	108,101	291,402	37,600	32,900	-	470,003
<b>Total</b>	<b>605,607</b>	<b>1,163,406</b>	<b>59,723</b>	<b>133,509</b>	<b>47,350</b>	<b>2,009,595</b>
						2020 £
Restricted expenditure						1,298,773
Unrestricted expenditure						710,822
						<b>2,009,595</b>

The Pankhurst Trust (Incorporating Manchester Women's Aid)  
Notes to the accounts for the year ended 31 March 2020 (continued)

**7 Analysis of expenditure on charitable activities**

<b>Previous Reporting Period</b>	<i>Accommodation Refuges</i> £	<i>Community Services</i> £	<i>Children Services</i> £	<i>Pankhurst Activities</i> £	<i>Central &amp; Welfare</i> £	<i>Total 2019</i> £
<i>Staff costs</i>	206,363	552,883	21,948	36,681	123,223	941,098
<i>Premises</i>	274,371	8	-	24,024	-	298,403
<i>Administration</i>	13,609	34,373	1,454	14,955	(7,601)	56,790
<i>Project costs</i>	5,120	46,689	1,073	94,327	12,289	159,498
<i>Depreciation</i>	5,143	-	-	15,113	4,517	24,773
<i>Governance costs (see note 9)</i>	-	-	-	-	5,827	5,827
<i>Support costs (see note 9)</i>	70,180	189,181	24,410	21,359	-	305,130
<b>Total</b>	<b>574,786</b>	<b>823,134</b>	<b>48,885</b>	<b>206,459</b>	<b>138,255</b>	<b>1,791,519</b>
						2019 £
<i>Restricted expenditure</i>						1,042,829
<i>Unrestricted expenditure</i>						748,690
						<b>1,791,519</b>

The Pankhurst Trust (Incorporating Manchester Women's Aid)

Notes to the accounts for the year ended 31 March 2020 (continued)

**8 Cost of raising funds**

	2020 £	2019 £
Cost of good sold	9,013	2,645
	<u>9,013</u>	<u>2,645</u>

All expenditure on cost of raising funds is unrestricted.

**9 Analysis of governance and support costs**

<b>Current reporting period</b>	Basis of apportionment	Support £	Governance £	Total 2020 £
Staff costs	Time spent	299,864	-	299,864
Office costs	Floor area	170,139	-	170,139
Audit fees		-	3,600	3,600
Accountancy services		-	2,047	2,047
		<u>470,003</u>	<u>5,647</u>	<u>475,650</u>

<b>Previous reporting period</b>	Basis of apportionment	Support £	Governance £	Total 2019 £
Staff costs	Time spent	170,004	-	170,004
Office costs	Floor area	135,126	-	135,126
Audit fees		-	3,600	3,600
Accountancy services		-	2,227	2,227
		<u>305,130</u>	<u>5,827</u>	<u>310,957</u>

The Pankhurst Trust (Incorporating Manchester Women's Aid)

Notes to the accounts for the year ended 31 March 2020 (continued)

**10 Net income/(expenditure) for the year**

This is stated after charging/(crediting):	2020	2019
	£	£
Depreciation	26,834	24,773
Operating lease rentals:		-
Equipment	4,836	2,861
Auditor's remuneration - audit fees	3,000	3,000
Auditor's remuneration - accountancy fees	1,650	1,800

**11 Staff costs**

Staff costs during the year were as follows:

	2020	2019
	£	£
Wages and salaries	1,026,631	898,261
Social security costs	85,981	78,708
Pension costs	25,123	22,232
	<u>1,137,735</u>	<u>999,201</u>
Staff recruitment, travel, training, agency staff & supervision,	125,180	111,901
	<u>1,262,915</u>	<u>1,111,102</u>

No employees has employee benefits in excess of £60,000 (2019: Nil).

The average number of staff employed during the period was 48 (2019: 41).

The average full time equivalent number of staff employed during the period was 42 (2019: 36.5).

The key management personnel of the charity comprise the trustees, the Chief Executive Officer, Business Manager and Director of Operational Services. The total employee benefits of the key management personnel of the charity were £137,894 (2019: £136,050).

**12 Trustee remuneration and expenses, and related party transactions**

Neither the management committee nor any persons connected with them received any remuneration or reimbursed expenses during the year (2019: Nil).

No members of the management committee received travel and subsistence expenses during the year (2019: £Nil).

There are no donations from related parties which are outside the normal course of business and no restricted donations from related parties.

No trustee or other person related to the charity had any personal interest in any contract or transaction entered into by the charity, including guarantees, during the year (2019: nil).

The Pankhurst Trust (Incorporating Manchester Women's Aid)

Notes to the accounts for the year ended 31 March 2020 (continued)

**13 Corporation tax**

The charity is exempt from tax on income and gains falling within Chapter 3 of Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects. No tax charges have arisen in the charity.

**14 Fixed assets: tangible assets**

	Play equipment	Fixtures & fittings £	Office equipment £	Leasehold improvements £	Total £
<b>Cost</b>					
At 1 April 2019	36,765	76,209	114,470	361,257	551,936
Additions	-	11,678	1,800	-	13,478
Disposals	-	-	-	-	-
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
At 31 March 2020	36,765	87,887	116,270	361,257	565,414
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>
<b>Depreciation</b>					
At 1 April 2019	36,765	76,209	82,626	74,608	233,443
Charge for the year	-	4,063	19,562	3,209	26,834
Disposals	-	-	-	-	-
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
At 31 March 2020	36,765	80,272	102,188	77,817	260,277
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>
<b>Net book value</b>					
At 31 March 2020	-	7,615	14,082	283,440	305,137
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>
At 31 March 2019	-	-	31,844	286,649	318,493
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

The Pankhurst Trust (Incorporating Manchester Women's Aid)

Notes to the accounts for the year ended 31 March 2020 (continued)

**15 Debtors**

	2020 £	2019 £
Rent debtors	32,846	26,496
Grant debtors	109,998	211,829
Other debtors	1,952	2,604
Prepayments and accrued income	14,694	49,668
	<hr/>	<hr/>
	159,490	290,597
	<hr/> <hr/>	<hr/> <hr/>

**16 Cash at bank and in hand**

	2020 £	2019 £
Cash at bank and on hand	557,560	487,297
	<hr/>	<hr/>
	557,560	487,297
	<hr/> <hr/>	<hr/> <hr/>

**17 Current asset investments**

	2020 £	2019 £
CAF Bank 12 month fixed deposit	202,600	201,950
	<hr/>	<hr/>
	202,600	201,950
	<hr/> <hr/>	<hr/> <hr/>

**18 Creditors: amounts falling due within one year**

	2020 £	2019 £
Trade creditors	99,385	56,927
Other creditors and accruals	16,203	27,265
Deferred income	-	57,000
Taxation and social security costs	6,300	4,748
Rent in advance	1,206	175
	<hr/>	<hr/>
	123,094	146,115
	<hr/> <hr/>	<hr/> <hr/>

The Pankhurst Trust (Incorporating Manchester Women's Aid)

Notes to the accounts for the year ended 31 March 2020 (continued)

**19 Deferred income**

	As at 1 April 2019 £	Grant received £	Released in year £	As at 31 March 2020 £
MiDASS	57,000	-	(57,000)	-
Deferred grant carried forward	57,000	-	(57,000)	-

**20 Analysis of movements in restricted funds**

<b>Current reporting period</b>	Balance at 1 April 2019 £	Income £	Expenditure £	Transfers £	Balance at 31 March 2020 £
<b>Community Services</b>					
IRIS	10,000	405,037	(445,156)	40,119	10,000
Big Manchester	-	30,886	(33,970)	3,084	-
Be Active Manchester Housing Related Support	41,235	110,499	(151,233)	-	501
MiDASS	-	153,605	(297,881)	144,276	-
Dentistry	17,996	107,000	(102,545)	-	22,451
Sahara	-	19,058	(4,703)	(14,355)	-
	650	134,624	(141,399)	-	(6,125)
	69,881	960,709	(1,176,887)	173,124	26,827
<b>Children Services</b>					
Manchester City	-	35,985	(59,723)	23,738	-
	-	35,985	(59,723)	23,738	-
<b>Central &amp; Welfare</b>					
Donations	9,772	6,495	(6,996)	-	9,271
	9,772	6,495	(6,996)	-	9,271
<b>Pankhurst Activities</b>					
Some Women Pankhurst Restoration Key Fund Coaching	26,209	1,094	(8,775)	-	18,528
	61,265	20,108	(46,392)	-	34,981
	-	24,348	-	-	24,348
	607	-	-	-	607
	88,081	45,550	(55,167)	-	78,464
<b>Total</b>	167,734	1,048,739	(1,298,773)	196,862	114,562

The Pankhurst Trust (Incorporating Manchester Women's Aid)

Notes to the accounts for the year ended 31 March 2020 (continued)

<b>Previous reporting period</b>	<b>Balance at 1 April 2018</b>	<b>Income</b>	<b>Expenditure</b>	<b>Transfers</b>	<b>As at 31 March 2019</b>
<i>IRIS</i>	15,398	405,037	(397,515)	(12,920)	10,000
<i>Big Manchester</i>	-	25,563	(24,062)	(1,501)	-
<i>Be Active</i>	-	74,709	(33,474)	-	41,235
<i>Supporting people</i>	-	153,605	(269,971)	116,366	-
<i>MIDASS</i>	-	107,000	(89,004)	-	17,996
<i>Sahara</i>	-	650	-	-	650
	<b>15,398</b>	<b>766,564</b>	<b>(814,026)</b>	<b>101,945</b>	<b>69,881</b>
<b>Children Services</b>					
<i>Manchester City</i>	(1,271)	40,952	(48,085)	8,404	-
	<b>(1,271)</b>	<b>40,952</b>	<b>(48,085)</b>	<b>8,404</b>	<b>-</b>
<b>Central &amp; Welfare</b>					
<i>Donations</i>	4,576	8,945	(3,749)	-	9,772
	<b>4,576</b>	<b>8,945</b>	<b>(3,749)</b>	<b>-</b>	<b>9,772</b>
<b>Pankhurst Activities</b>					
<i>Some Women</i>	135,729	-	(109,520)	-	26,209
<i>Wellbeing</i>	-	500	(604)	104	-
<i>Women's Words</i>	(20,700)	15,485	(39,460)	44,675	-
<i>Pankhurst</i>					
<i>Restoration</i>	60,656	26,257	(25,648)	-	61,265
<i>Coaching</i>	-	2,344	(1,737)	-	607
	<b>175,685</b>	<b>44,586</b>	<b>(176,969)</b>	<b>44,779</b>	<b>88,081</b>
<b>Total</b>	<b>194,388</b>	<b>861,047</b>	<b>(1,042,829)</b>	<b>155,128</b>	<b>167,734</b>

<b>Name of restricted fund</b>	<b>Description, nature and purposes of the fund</b>
Community Services:	grants largely from various funders for outreach work. Transfers are to cover overspends on the Community Services activities
Children's Services:	funded by Manchester City Council Play Fund to support work with children.
Central & Welfare:	grants and donations for service users and their families.
Pankhurst Activities:	fundraising and donations to support Pankhurst Centre development and drop-in activity

The Pankhurst Trust (Incorporating Manchester Women's Aid)

Notes to the accounts for the year ended 31 March 2020 (continued)

**21 Analysis of movement in unrestricted funds**

<b>Current reporting period</b>	Balance at 1 April 2019 £	Income £	Expenditure £	Transfers £	As at 31 March 2020 £
General fund	502,631	913,760	(545,008)	(411,545)	459,838
Designated fund -					
Staffing commitments	174,414	-	(154,706)	72,771	92,479
Museum programme and improvements	14,700	-	-	-	14,700
Consultancy	10,000	-	(10,000)	15,000	15,000
Public relations support	6,750	-	(6,912)	6,912	6,750
Dispersed property set ups	-	-	-	40,000	40,000
Research and development	-	-	-	5,000	5,000
Refuge outdoor area improvements	-	-	-	25,000	25,000
Office move costs	-	-	-	50,000	50,000
Pankurst centre lease	286,649	-	(3,209)	-	283,440
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
	995,144	913,760	(719,835)	(196,862)	992,207
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>
<b>Previous reporting period</b>	Balance at 1 April 2018 £	Income £	Expenditure £	Transfers £	As at 31 March 2019 £
General fund	633,558	871,487	(748,126)	(254,288)	502,631
Designated fund -					
Capital repairs	35,000	-	-	(35,000)	-
Staffing	40,286	-	-	134,128	174,414
Website	25,000	-	-	(25,000)	-
Museum	-	-	-	14,700	14,700
Consultancy	-	-	-	10,000	10,000
Public relations	-	-	-	6,750	6,750
Pankurst centre lease	296,276	-	(3,209)	(6,418)	286,649
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
	1,030,120	871,487	(751,335)	(155,128)	995,144
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

The Pankhurst Trust (Incorporating Manchester Women's Aid)

Notes to the accounts for the year ended 31 March 2020 (continued)

**Analysis of movement in unrestricted funds continued**

<b>Name of unrestricted fund</b>	<b>Description, nature and purposes of the fund</b>
General fund	The free reserves after allowing for all designated funds
Staffing commitments	Fund set aside for Heritage Lottery Fund Application
Capital repairs	Fund set aside to cover repairs to the Pankhurst Centre
Match funding	Match funding for BAMER Lottery-funded project
Pankurst centre lease	Net book value of leasehold improvement

**22 Analysis of net assets between funds**

<b>Current reporting period</b>	General fund £	Designated funds £	Restricted funds £	Total £
Tangible fixed assets	305,137	-	-	305,137
Net current assets/(liabilities)	269,263	532,369	-	801,632
	<hr/>	<hr/>	<hr/>	<hr/>
Total	574,400	532,369	-	1,106,769
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>
<b>Previous reporting period</b>	General fund £	Designated funds £	Restricted funds £	Total £
Tangible fixed assets	318,493	-	-	318,493
Net current assets/(liabilities)	645,201	31,450	167,734	844,385
	<hr/>	<hr/>	<hr/>	<hr/>
Total	963,694	492,513	167,734	1,162,878
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

The Pankhurst Trust (Incorporating Manchester Women's Aid)

Notes to the accounts for the year ended 31 March 2020 (continued)

**23 Operating lease commitments**

The charity's total future minimum lease payments under non-cancellable operating leases is as

	Equipment	
	2020	2019
	£	£
Less than one year	1,726	2,861
One to five years	6,474	428
	8,200	3,289
	8,200	3,289

**24 Reconciliation of net movement in funds to net cash flow from operating activities**

	2020	2019
	£	£
<b>Net income/(expenditure) for the year</b>	(56,109)	1,155,103
<b>Adjustments for:</b>		
Depreciation charge	26,834	24,773
(Gains)/losses on investments	(650)	-
Dividends, interest and rents from investments	1,580	(5,465)
Decrease/(increase) in stock	5,580	(3,793)
Decrease/(increase) in debtors	131,107	(205,941)
Increase/(decrease) in creditors	(23,021)	40,532
	85,321	1,005,209
<b>Net cash provided by/(used in) operating</b>	85,321	1,005,209