

Tomorrow's
Women

Year ended November

2023

ANNUAL REPORT

TOMORROW'S WOMEN
(Previously known as Tomorrow's Women Wirral, a
company Limited by Guarantee
and not having a share capital)

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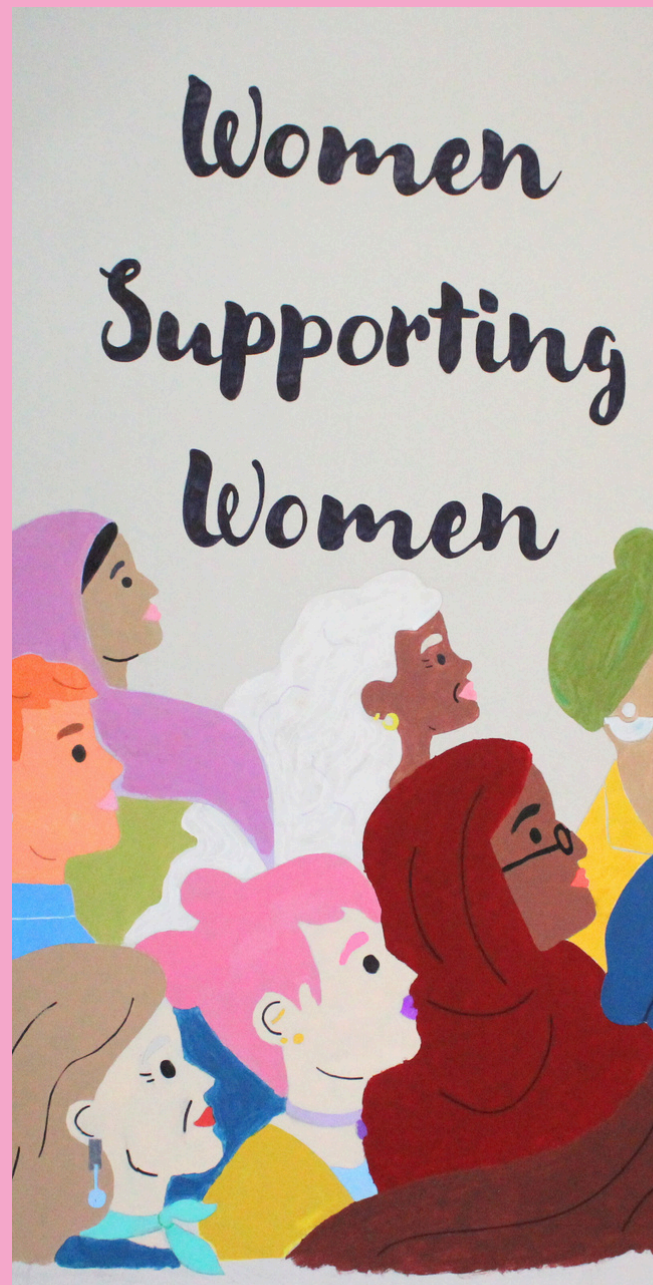
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REFEREE & ADMINISTRATION DETAILS

Registered Charity Number:	1148800
Registered Company Number:	08039787
Principal office:	St Laurence's School, Beckwith Street East, Birkenhead, CH41 3JE
Independent Examiners:	McEwan Wallace Ltd, 6 Abbots Quay, Monks Ferry, Birkenhead, Wirral, CH41 5LH
Bankers	Unity Trust Bank, 9 Brindley Place, Birmingham, B1 2HB
Solicitors	Moorcroft's Solicitors, 30 Hamilton Square, Birkenhead, Wirral, CH41 6AZ
Trustees	Trustees who served during the year were: Mrs M Thompson – Chair Mr K V Sweeney – Treasurer Mrs F Flanagan Mrs S R Jones Mrs L Jones Mrs C M Little Mr C Lucan-Pratt Mr A Woodcock Ms T Hayes
Secretary:	Ms E Guerriero (1st December 2022 until July 2023) Mrs G McKinnon (Appointed July 2023)

REPORT OF DIRECTORS & TRUSTEES

The Trustees have pleasure in presenting their Annual Report and Accounts for the year ended 30th November 2023. This being Tomorrow's Women's 12th Anniversary year.

When planning activities, the Trustees are mindful of the Charity Commission's guidelines on Public Benefit and have complied with the duty of the Charity in Section 17 (5) of the Charities Act 2011, Trustee declaration – Automatic disqualification rules changed by the Charities (Protection and Social Investment) Act 2016, and follows the new General Data Protection Regulation (GDPR) and Data Protection Act 2018.

Tomorrow's Women is a charity led by women for women, providing free tools and support for women to become empowered to make positive lifestyle changes. Based in Wirral, Cheshire West and Chester, TW aims to reduce social exclusion and remove barriers in accessing support by providing a free service. Women can experience social exclusion due to a number of reasons including unemployment, financial hardship, substance abuse or dependency including alcohol and drugs, poor educational or skills attainment, crime (either as a victim of crime or as an offender rehabilitating into society), poor health mentally or physically, domestic abuse, relationship or family breakdown.

TW provides education and support to those involved in the Criminal Justice System, or on the periphery of offending with the use of counselling and support, providing or arranging access to training and education, and advancing the health, safety and psychological well-being of women. TW runs a timetable of activities, courses and support all aimed at empowering women from all backgrounds to make positive lifestyle changes, whilst removing barriers that they would usually face.



“
LOOKING BACK AND REFLECTING ON THE YEAR WE'VE HAD, IT HAS DEFINITELY BEEN A POSITIVE ONE. WE HAVE ENGAGED WITH AND SUPPORTED MANY WOMEN IN BOTH BIRKENHEAD AND CHESTER, BUILT STRONG PARTNERSHIPS, AND STAFF HAVE WORKED TIRELESSLY TO SUPPORT WOMEN WITH AN EMPATHETIC LISTENING EAR, WHILST PARTAKING IN REGULAR TRAINING. I AM SO GRATEFUL TO ALL OF OUR WOMEN, STAFF, PARTNERS, VOLUNTEERS AND TRUSTEES. I LOOK FORWARD TO THE YEAR AHEAD.
”

KAREN HORNER, CEO

AIMS, OBJECTIVES & ACTIVITIES

Mission

To deliver a comprehensive, women centred approach to minimising female imprisonment, offending and disadvantaged life experiences



Purpose & Aims

Our Charity's purpose is to deliver a comprehensive, women-centred approach to minimising female imprisonment and offending. We aim to do this by reducing the personal, social, health and economic disadvantages experienced by women through working in partnership to improve access to all relevant services and community resources.



Ensuring we deliver aims

Aims, objectives and activities are reviewed annually, considering both quantitative and qualitative data, plus known outcomes. The review assists in ensuring our aim, objectives and activities remain focused on our stated purposes.



Focus of our work

Our main objectives for the year were to continue to develop and provide a comprehensive woman centred approach to minimising female imprisonment and offending through providing support and utilising community services within Tomorrow's Women (TW).

Strategies used to meet these objectives included:

- Implementing and sustaining integrated local partnerships to provide additional support and educational services for the benefit of women.
- Provide a comfortable, supportive, safe learning environment for women during the day.

WHO HAS BENEFITTED FROM OUR SERVICES?

Helping women make positive lifestyle changes

TW is designed to benefit all adult women in the community wanting to make positive lifestyle choices and changes not just women involved in or on the periphery of the Criminal Justice System. This also includes student placements from local universities, and wonderful volunteers. However, TW has at its heart, a commitment to reduce female imprisonment, female offending and provide support and assistance to those women who are in recovery. Research indicates that whilst drug and alcohol play a part in all offending, it is significantly more so with women.

Collaboration between staff and partners

TW offers space in which staff and partners can work with women who may have multiple complex problems, to make best use of resources. Up to November 2023 TW was engaging with over 253 different partners and agencies. The Probation Service have a dedicated team of Offender Managers who are hosted on the premises, who supervise females subject to Community Orders and Licence Conditions. The Probation Service statistics continue to indicate a very positive improvement in compliance with court orders. TW Empowerment Advisers (EAs) are the cornerstones of the success and compliance rates of these women.

Supporting girls to make positive lifestyle choices

Tomorrow's Young Women (TYW) has continued to run at our Wirral site. This project closes a gap in provision for young women aged 14 to 17 years. Funded by Merseyside Police (Violence Reduction Unit) a virtual launch took place in 2020 due to Covid, but we were delighted to hold a face-to-face launch in September 2021. During this year, 31 TYW engaged with the Programme.

Attendance and Referrals

Following Covid we were able to change back from our crisis & outreach model to in-house groups. Since then, referrals have continued to grow due to need in women requiring support during the period. Referrals have continued to be received from a myriad of sources (e.g., GP's, Hospitals, Social Care, Family Support Groups, Health Clinics, Police, Churches, Schools, and Self-Referrals etc.). Over this annual period there have been a total of 1,889 new referrals with 1,289 for Wirral and 600 for Chester. This high figure indicates the need for provision.

COURSES, PROGRAMMES & OPPORTUNITIES

Core Programme deliveries are designed to address a number of issues women face including:

- Attitudes
- Thinking and behaviour
- Education, Employment & Training
- Relationships
- Drug and alcohol
- Finance
- Emotional wellbeing
- Lifestyle and Associates
- Health and other factors



We have repackaged the way in which we deliver the programmes and interventions to accommodate the individual learning styles of the women and in recognition of their life experiences which are frequently characterised by negative experiences at school, poor self-image and low self-esteem. See below for numbers of attendances.

TW acknowledges the positive impact that women who have no offending history can have upon others, so they are also fully integrated within TW delivery.

TW has made me feel so much better and improved my mental health. I've met some lovely people and I enjoy coming. I would definitely recommend it to anyone.

”

I don't know what I'd do without Tomorrow's Women. I'm always greeted with a welcoming smile and everyone is always so nice.

”

Physical Health & Wellbeing

Sexual Health Nurse, Hep C Testing, Exercise Classes, Menopause, Eating Disorder Group



Total: 689

Personal Social & Skills update

Stitch in Time, Creative Group, Jam Session, Reading Group, Garden & Horta Project, Floristry, Massage



Total: 1,312

Other

Police Drop in, Community Connectors, Solicitor Drop In



Total: 557

Domestic Abuse

Understanding DA, Finding Me, DA Awareness



Total: 336

Alcohol & Drug

Alcohol & Me, Relapse Prevention, Recovery Support Group, Stepwise



Total: 775

Employment & Education

ESOL, Mentoring, English & Maths, Nail course, Job Centre Plus



Total: 439

Budgeting & Money

CAP, CAB Gambling & Money, Money & Me, Thrifting, Cooking on a Budget



Total: 186

Mental Health

Red to Pink, Better Solutions, Confidence, Wellbeing, Stress Awareness, Understanding Trauma



Total: 1,963

Certificates

L1-3 Counselling, Criminology, Psychology, L1-2 Mental Health Awareness, L1 Hair, Forensics, Nail course, Sign Language



Total: 1,370

Parenting

Happy Healthy Homes, Positive Parenting, Neurodiversity, Children & Young People's Mental Health



Total: 138

ONGOING SUCCESS



ASH PROJECT

Our unique design model continues to attract attention by giving support to the local community. One example is our ASH Project, a Sex Workers Outreach Project.

Funding has continued this year to enable TW to continue running a mini-van offering on street, non-judgmental advice, guidance, and assistance. TW Staff go out on Outreach once weekly, on a Tuesday night.

76

Hours of Outreach support

24

Sex workers engaged with



EVENTS

TW held a number of fantastic events at both Wirral and Chester centres including Violence Against Women & Girls (VAWG) events which were well attended and welcomed a variety of fantastic speakers, performances and activities in order to add an interactive element.

Our Wirral centre held their annual International Women's Day and celebrated the Christmas festivities with a party, Christmas meal and a breakfast on Christmas Day morning. Our Wirral centre also held a successful charity fundraising Summer fair which raised over £1,500.

PROGRESS TO DATE

OOCDS

TW in partnership with Merseyside Police offer Out of Court Disposals (OOCDS). OOCDS are responses to crime that the police can administer locally without having to take the matter to court.

The main adult disposals are:

- Simple Cautions
- Conditional Cautions
- Penalty Notices for Disorder (PNDs)
- Cannabis and Khat warnings
- Community resolutions

These disposals are a valuable tool for the Police when tackling low-level crime and can represent a proportionate and effective response to offending. TW receives referrals from Merseyside Police for Conditional Cautions and Community Resolutions. For the year Dec 2022 - Nov 2023 TW received:

158

referrals

99

compliance & completion

In Partnership with HMPPS, The Probation Service are based within our Wirral Centre. This gives Courts a sentencing option for Wirral Magistrates, and also Liverpool and Chester Crown Courts and beyond, which is designed to assist in diverting women from custody. All aspects required for Rehabilitation Activity Requirements (RARs) completion is carried out at TW to complement the work of Probation staff. This allows all women to integrate with other females within the safe confines of our TW Charity to learn and share experiences to avoid offending/reoffending.

The RARs provide a series of targeted interventions which are tailored to the individual female's needs through a multi-agency, multi-disciplinary, problem-solving approach to:

- Address reasons for offending.
- Reduce the risk of re-offending and break the cycle of female offending.
- Improve compliance with Orders and facilitate engagement with agencies; and tackle the problem of intergenerational crime.

Women who access support from Tomorrow's Women are those who are experiencing a number of difficulties. Research shows that the women will probably have experienced between four and six of the following and will often have had negative experiences with agencies making them reluctant to seek help despite the magnitude of their problems.

- Low self-esteem and self-worth
- Social exclusion/isolation
- Poor anger control and parenting skills
- Violence/abuse
- Traumatized behaviour
- Alcohol/drug misuse
- History of being exploited
- Poor housing
- Lack of skills
- Massive experience of loss
- Lack of opportunities for training and or employment



STRATEGIC TARGETS

2023 targets

- Continue with new site in Cheshire West and Chester area and continue recruiting.
- Ensure all staff for both Chester and Wirral are fully trained for their roles. E.g. IDVA & ISVA training for Empowerment Advisers, as well as PTLLS Qualifications.
- Ensure all new Staff are aware of Aims & Objects, Vision & Values of Tomorrow's Women.
- Continue the partnership with Wirral Met College for a hair salon for training purposes.
- Co-location for the National Probation Services in TW Chester Centre.
- A Funded Gardening Project to support the maintenance of the RHS Award-winning Garden.

Status

- Achieved
- Ongoing to ensure staff's knowledge is kept up to date.
- Achieved and ongoing.
- Ongoing with salon due to be completed in 2024.
- Achieved.
- Funding received and continues to develop – Awarded RHS "Outstanding".

2024 targets

- Continue partnership with Wirral Met College, with the opening of a Hair Salon for training purposes.
- Ensure all staff for both Chester and Wirral site are fully trained, as well as volunteers. E.g. IDVA & ISVA Training for Empowerment Advisers, as well as PTLLS Qualifications.
- Continue with Community Gardening Project to support the maintenance of the RHS Award-winning Garden.
- Continue with innovative work to create new fundraising streams and opportunities. E.g. Easyfundraising, and Wills and Legacy fundraising.

STRUCTURE, GOVERNANCE & MANAGEMENT

Organisational Structure

The Board of Trustees, which has members from a variety of relevant backgrounds, held six virtual meetings and are responsible for the strategic direction and policy of TW.

A scheme of delegation is in place and the day-to-day responsibility for the provision of the services rests with the Chief Executive Officer. The Chief Executive Officer overseen by the Chair of Trustees are responsible for ensuring that TW delivers the services specified and that key performance indicators are met.



FINANCIAL REVIEW

The charity aims to utilise reserves and maximise income in 2023/2024 thereby continuing to provide its excellent service.



RESERVES POLICY

It is the policy of the charity to maintain unrestricted funds, which are free reserves of the charity, at a minimum level which equates to approximately three months of expenditure, to ensure that the charity can continue to operate should difficulties in receiving income occur in the short term.

The Trustees consider that these overall reserves provide sufficient funds to cover management and administration support costs for the minimum period, and aim to maintain the reserves at these levels for the foreseeable future and seek to ensure a greater proportion of these reserves are held in liquid form going forward. They aim to continue examining potential further partnerships which are deemed to be beneficial to the women.

TRUSTEES RESPONSIBILITIES IN RELATION TO FINANCIAL STATEMENTS

Trustees are responsible for preparing the financial statements led by the Treasurer in accordance with applicable law and United Kingdom Generally Accepted Accountancy 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 the affairs of the Charity and of the surplus or deficit of the Charity for the period.

In preparing the statements, the Trustees are required to:

- Select suitable accounting policies and then apply them consistently.
- Make judgements and estimates that are reasonable and prudent.
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Centre will continue in business.

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

Signed on behalf of the Board:



Mrs M Thompson
Chair Tomorrow's Women
Date 14th July 2023

“
IN NEED OF A “LIFE LIFT”? VISIT
ONE OF OUR AWARD-WINNING
CENTRES TO MEET THE TEAM
WHO CAN HELP MAKE YOUR
WISHES COME TRUE

MAUREEN THOMPSON, CHAIR”



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