



ANNUAL
REPORT

Registered Charity
1184411

For the period ending 31st March 2024

www.ownmylifecourse.com/wlc

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WELCOME

Chairwoman's Report

Welcome to our annual report for April 2023 - March 2024. It was my pleasure to join the trustees in this reporting period and to be voted in as Chairwoman. I am very grateful to the leadership Liza Thompson provided across her tenure and it has been an honour to take over from her with the charity in such a healthy and strong position, which is a credit to Liza and the rest of the Trustees.

We are delighted to have achieved so many of our 2023/24 goals:

PRIORITY 1: STRENGTHEN ORGANISATIONAL STRUCTURE

- ★ We have recruited a brilliant Treasurer, Ebum Babarinde, who is a finance professional with over 10 years of experience. She is passionate about making women's (and their children's) lives better.
- ★ Alongside building our trustee relationships through a book group meeting, our Trustee Board is committed to a bi-annual policy review schedule focussed on retaining high legal and ethical standards.

PRIORITY 2: STRONGER NETWORKS AND BRAND RECOGNITION

- ★ Building warmer new relationships: We increased our training events by over 10% from 2022/23; from 9 to 10 in 2023/24, delivering to 53 new organisations; 27 of which are now running courses that women can access.
- ★ In September 2023, we had the opportunity to be part of the European Conference on Domestic Violence in Reykjavik, Iceland. Our CEO, Natalie, presented a workshop entitled *A COVID Good News Story* about the ways COVID helped our organisation to grow through the development of creative online training methodologies.

PRIORITY 3: EXPAND REACH

- ★ We expanded our Discovery e-Learning platform by developing a CPD accredited self-directed learning pathway through our videos and support activities.
- ★ We were keen to build connections outside of the domestic abuse sector, and in 2023/24 worked with addiction services, women's well-being services and women's counselling services training to deliver our course. Strategically, we built stronger connections with specialist addiction services through being a key partner in the Tina's Haven pilot in County Durham.
- ★ We built our offer for corporates, including developing a framework for workplace Own My Life courses. We also enhanced our relationships with corporates through our membership of the North East Chamber of Commerce. We were delighted to see our CEO Natalie honoured in the Chamber Inspiring Females awards! This was a great opportunity to tell local businesses about our work and to build stronger networks with other charities across the region. However, our learning in doing this is that our energies are best focussed on working with non-profit organisations. This has been a helpful experience for the future.
- ★ We were thrilled to secure a grant from the National Lottery Community Fund to develop an Employability course. This project is still in process, but we are excited to see what the outcomes are and how our pilot organisations get on with the training we are developing to provide unique and important employability support to women, especially given the many ways abusers seek to sabotage and destroy their partners work and employment opportunities.
- ★ After the joy of having so many Irish services trained to deliver Own My Life, we worked with them in partnership to develop an Irish-context journal, specifically recontextualising three of our videos. As part of launching these materials, our CEO Natalie toured some Own My Life services in the Republic of Ireland, speaking at events, meeting strategic partners and generally celebrating the work being done to make Irish women's lives better.
- ★ We have also increased our social media engagement in the last year, setting up a LinkedIn page and regularly posting there and on Twitter/X, Facebook and Instagram.

We have achieved so much more than what we set out to do this year including:

- ★ We had the opportunity to sell our new tea towels at Filia, Europe's largest annual feminist conference, which raised some much-needed funds, as well as awareness of our work. We joined the Filia podcast as a guest, with Own My Life service Border Women's Aid joining our CEO Natalie to talk about how great the course has been for the organisation. We were particularly delighted to hear from Danielle, who talked about having attended an Own My Life course and then subsequently becoming a co-facilitator.

- ★ In the previous reporting period we piloted online monthly drop-in sessions for Own My Life facilitators. As a result of learning from these, throughout 2023/24 we have offered quarterly Network Sessions for facilitators which have been well-received. We also delivered our annual facilitator conference and party for course participants. We heard from award-winning health journalist Sarah Graham and were entertained by comedian Tiff Stephenson.
- ★ We trained our first Australian practitioner, who amazingly chose to participate in our online training on her timezone through five nights. The first Australian pilot Own My Life course is due to start in July 2024 and we are excited to see how this develops.
- ★ We are always keen to improve our resources and materials based on feedback from facilitators and from women who have attended Own My Life courses. In the reporting period, this included developing
 - ✓ New style WoManuals, which are ring-bound and separate from the Own My Story journal.
 - ✓ Large-print journals to ensure that visually impaired women are more easily able to access Own My Life.
 - ✓ Our ongoing partnership with the Power Threat Meaning Framework national working group, by offering another exclusive workshop for Own My Life facilitators in using the framework.

Alongside the vital work we have done as a charity, the Sunday Times published some of the story of our CEO Natalie, as she fought for justice related to her ex-husband's perpetration of sexual and domestic violence. As Trustees we are extremely proud of the way she has continued to work tirelessly for the charity alongside dealing with many personal challenges, as well as supporting others through theirs. It is a joy to see her work acknowledged in the Sunday Times, which included reference to the Own My Life course and the wider work of our charity.

I have loved chairing the charity for the past year and seen our work go from strength to strength. I am excited by the opportunities for growth over the next year and I know my sister trustees remain entirely committed to ensuring that we increase our ability to enable women to take back ownership of their lives and to resource practitioners as they support women across the UK, Ireland and beyond!



Sarah Learmonth, Chairwoman | 29th July 2024

CEO REFLECTIONS

CEO's Report

We have had a joyous year in 2023/24, with over 230 practitioners trained, including over fifty new organisations sending their staff on our training, with over half of these new organisations starting to deliver Own My Life within their organisation. That's twenty seven more places where women can be enabled to own their lives!

It was so wonderful to be recognised as an Inspiring Female at the North East Chamber of Commerce's annual awards, something that was only possible because our wonderful Development Lead, Jo Costello nominated me. I love that our charity is one which celebrates women, and seeks to be a cheerleader both for those facilitating the course, and those attending courses.

One of the ways we did this during this year was through our Irish Tour. This was an absolute highlight of my year! Over a week I met with eight Irish Own My Life services and with each one delivered talks, including to secondary school students, a women's conference, International Women's Day celebrations, multi-agency groups and others. It was so precious to meet with women who had attended Own My Life, including a woman who attributes the course with giving her the skills to regain custody of her baby daughter and a group of Irish Traveller women who absolutely loved the course.

Gaining funding to develop a women's Employability Course has been exciting and we are in the process of seeing the draft course finalised, ready to be piloted by Own My Life services. So too has seeing our first ever Australian facilitator trained to deliver the course, with an Australian pilot course planned for later in 2024.

It remains an absolute joy to see so many practitioners equipped to deliver Own My Life, confident that our work really is transformative for women. This year has personally been very challenging, as I supported women that my ex-husband had raped or abused, as they sought justice through a criminal court case. His conviction and subsequent indefinite sentence was a relief, but was also emotionally very taxing.

The Women's Liberation Collective remains committed to the idea that the personal is political, and this was really borne out in this case, as it was through an Own My Life course that my ex-husband's most recent partner recognised his abuse and reported him, making it much more likely that Police Scotland could secure successful convictions. Seeing some of our story told in the Sunday Times, including how instrumental Own My Life has been in the story, was really impactful. Throughout this challenging time, I've been so grateful for support from our Chairwoman, Board, our Development Lead Jo, and of course my husband and our Admin Lead, Andrew, in the emotional fallout of it all.

Own My Life really is a national (and gradually becoming international!) sisterhood and I feel so blessed and grateful each day to be part of this organisation that is making such a huge difference to women's lives



Natalie Collins, CEO | 1st August

VISION & MISSION

The Women's Liberation Collective was registered as a Charitable Incorporated Organisation on 15th July 2019.

1

Our vision

A world where women are liberated from male violence and control.

2

Our values

WOMAN-CENTRED: Women and their needs are at the centre of everything we do. Our aim to prioritise women is in accordance with the Equality Act 2010 in which "sex" is a protected characteristic.

LIBERATION: We seek to ensure that all women we reach experience equality of opportunity: we also aim to move beyond equality, and work towards a world where women are liberated from male violence and control.

RESISTANCE: This resistance is both collective and individual. As an organisation we will resist the oppression of women and the ways that patriarchy harms us all. Alongside this, we recognise that all women find creative ways to resist abusers. Rather than this resistance being honoured, women are often met with scorn and blame. Our work seeks to honour and mobilise women's resistance to abuse and patriarchy.

INTEGRITY: We hold ourselves to a high ethical standard, striving to act honestly, fairly and consistently and using power wisely and well.

COLLABORATION: We foster collaborative spaces which build sisterhood and resist competitive attitudes. We will work together with charities and other partner organisations to achieve our goals.

3

Our Mission Statement

We will equip, train and educate women, so that they can take back ownership of their lives from male abusers. We will also work in wider society, to prevent abuse.

BOARD OF TRUSTEES

The Trustees present their Report together with the financial statements for the period ended of 1 April 2023 to 31 March 2024 for The Women's Liberation Collective, a Charitable Incorporated Organisation ("the Charity").

The Women's Liberation Collective works to change the world for women who have been subjected to men's violence; through transformationally equipping organisations who work with women.

We do this through Own My Life, an innovative and creative training programme and course for women.

Our trustees are:

- ◆ (Shirley) Irene Hayes
- ◆ Louise Tullin
- ◆ Sadia Masud
- ◆ Henu Cummins
- ◆ Sarah Learmonth
- ◆ Ebunoluwa Babarinde

The purposes of the charity as set out in our governing document are:

- ◆ To preserve and protect the health of women and relieve the distress and psychological, emotional and physical suffering experienced as a result of violence against women.

- ◆ To promote best practice and understanding among the public, voluntary and statutory agencies in all matters relating to violence against women and their families and other forms of abuse, their causes, remedies and prevention.

Through Own My Life we support organisations and practitioners to enable women to regain ownership of their lives when they have been subjected to abuse or violence by men. We deliver facilitator training to female practitioners who work with women. Alongside meaningfully transforming practice, our training equips facilitators to deliver Own My Life courses both one-to-one and with groups of women. Alongside providing practical resources, our work is a form of systems advocacy which seeks to make the world a better, more joyful and hope-filled place for women who have been subjected to abuse by men.

We have referred to the guidance contained in the Charity Commission's general guidance on public benefit and Code of Governance when reviewing our aims and objectives,

governance arrangements and in planning our future activities.

As allowed for small charities, receipts and payments accounts have been prepared for this Report. The Trustees confirm that the Trustees' Report and financial statements of The Women's Liberation Collective comply with the provisions set out in Charities SORP (FRS 102).

Our work has gone from strength to strength over the last year. Launching Irish context resources, alongside a tour of Irish services was joyous, as was seeing new courses available across the UK, Ireland and beyond. Seeing more women trained and learning from women about the many joys that come from owning their lives has made this year joyful and hope-filled.

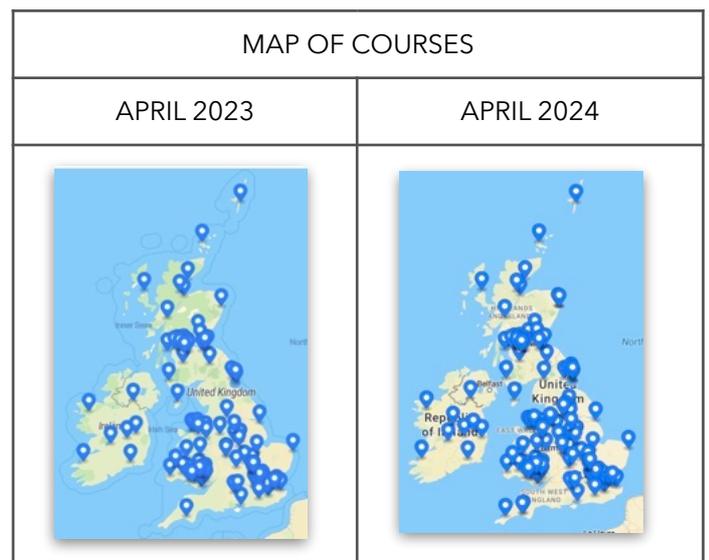


WHAT WE HAVE ACHIEVED



Comments from women who have participated in Own My Life courses across the UK and Ireland.

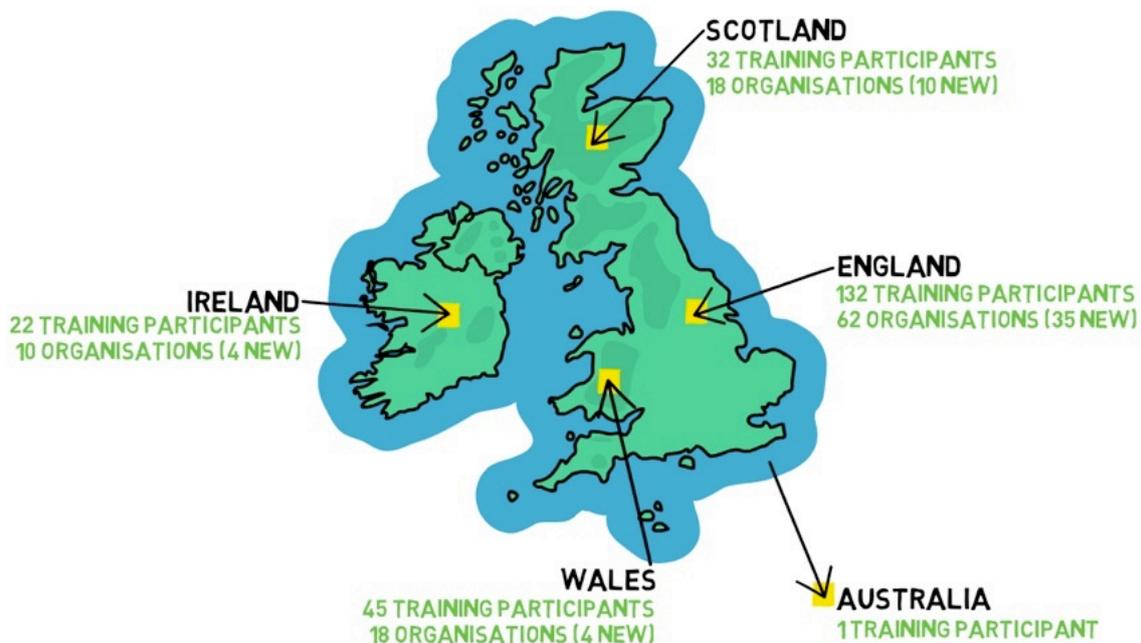
- 1. GROWTH:** We have seen more practitioners trained and new courses starting in new geographic areas across the UK and Ireland. We have increased awareness of our work and the effectiveness of what we do, particularly in our hope to see organisations outside of the domestic abuse sector engaging with our work.
- 2. CHEERING ON IRISH WOMEN:** Our Irish context Own My Story journal and videos have been widely welcomed by facilitators and organisations in the Republic of Ireland and it was joyous meeting so many women, organisations and their wider networks, especially being part of events organised by Irish Own My Life services, inspired by our Irish Tour.
- 3. FACILITATOR SUPPORT:** Along with our annual facilitator conference (and party for course participants), we have offered quarterly network sessions for facilitators, and offered a workshop for facilitators delivered by experts from the Power Threat Meaning Framework.
- 4. NEW RESOURCES:** We redeveloped our WoManual to improve the design for facilitation (it is now ring-bound and separate from the course journal). We also have begun offering large-print journals to ensure Own My Life is accessible to visually impaired women.



WHAT WE HAVE ACHIEVED

We delivered ten facilitator training events (over 10% increase from 2022/23). 232 practitioners trained as Own My Life course facilitators (44% more than in the last financial year). We offered 2-hour Zoom coaching sessions for all trained facilitators to increase their confidence and skill in online facilitation via Zoom. From our online Evaluation Station system we know that at least 458 women started Own My Life courses in 2023/24 (10% drop from 2022/23) and that we have provided 3,329 journals to services (30% increase from 2022/23), which represents up to 3,329 women who have accessed an Own My Life course in person or online in 2023/24.

10	Online facilitator training events delivered.	109	Organisations trained.
232	Practitioners trained.	3,329	Journals provided for women accessing courses.
69	Practitioners attended Zoom Coaching sessions.	458	Women (at least) have started Own My Life courses.



Map with numbers of trainees and organisations trained.

TOTAL IMPACT

Since 2019 we have:

- Trained 1,229 practitioners from 289 organisations.
- Provided 14,569 journals for women to attend Own My Life courses.

WHAT WOMEN SAY

Feedback from 207 women who have completed the Own My Life course

	BEFORE OWN MY LIFE	AFTER OWN MY LIFE
I feel like I am in control of my life and my future.	<p> ■ Definitely ■ Mostly ■ Sometimes ■ Never </p>	<p> ■ Definitely ■ Mostly ■ Sometimes ■ Never </p>
I can make sense of my life.	<p> ■ Definitely ■ Mostly ■ Sometimes ■ Never </p>	<p> ■ Definitely ■ Mostly ■ Sometimes ■ Never </p>
Overall, I feel good about my life.	<p> ■ Definitely ■ Mostly ■ Sometimes ■ Never </p>	<p> ■ Definitely ■ Mostly ■ Sometimes ■ Never </p>
I am as healthy as I can be.	<p> ■ Definitely ■ Mostly ■ Sometimes ■ Never </p>	<p> ■ Definitely ■ Mostly ■ Sometimes ■ Never </p>
I know where to go if I need help with difficulties in my life (e.g. money, health, job, education).	<p> ■ Definitely ■ Mostly ■ Sometimes ■ Never </p>	<p> ■ Definitely ■ Mostly ■ Sometimes ■ Never </p>
I like and feel safe in my neighbourhood and/or community.	<p> ■ Definitely ■ Mostly ■ Sometimes ■ Never </p>	<p> ■ Definitely ■ Mostly ■ Sometimes ■ Never </p>

WHAT WOMEN SAY

Feedback from 207 women who have attended the Own My Life course

	BEFORE OWN MY LIFE	AFTER OWN MY LIFE
I know what domestic abuse is.	<p> ■ Definitely ■ Mostly ■ Sometimes ■ Never </p>	<p> ■ Definitely ■ Mostly ■ Sometimes ■ Never </p>
I think that the things I see and hear in songs, newspapers, TV programmes, magazines, and adverts affect how I see myself and my life.	<p> ■ Definitely ■ Mostly ■ Sometimes ■ Never </p>	<p> ■ Definitely ■ Mostly ■ Sometimes ■ Never </p>
I feel in control of my finances/ money.	<p> ■ Definitely ■ Mostly ■ Sometimes ■ Never </p>	<p> ■ Definitely ■ Mostly ■ Sometimes ■ Never </p>
If I am a parent and am in contact with my children, I feel able to meet their needs.	<p> ■ Definitely ■ Mostly ■ Sometimes ■ Never </p>	<p> ■ Definitely ■ Mostly ■ Sometimes ■ Never </p>
If I am a parent, I am confident that my children know that I love them.	<p> ■ Definitely ■ Mostly ■ Sometimes ■ Never </p>	<p> ■ Definitely ■ Mostly ■ Sometimes ■ Never </p>

WHAT WOMEN SAY

Feedback from women who have attended an Own My Life course

IT'S THE BEST EXPERIENCE

IT'S THE INFORMATION TRANSFORMATION AND SUPPORT YOU NEED TO REBUILD YOURSELF AFTER ABUSE.

IT'S BEEN A LITERAL LIFE SAVER FOR ME. I WILL HEAL FROM THE TRAUMA AND WILL USE THE TOOLS THAT I HAVE LEARNED ABOUT ON THE COURSE TO BUILD A BETTER LIFE FOR MY KIDS AND MYSELF.

I FELT WORTHLESS & LIKE I WAS FIGHTING A LOSING BATTLE BEFOREHAND. NOW I FEEL LIKE I'VE DONE THE RIGHT THING, I DON'T FEEL TO BLAME FOR OTHERS' BEHAVIOURS & I UNDERSTAND HOW WHAT I WENT THROUGH ALL AFFECTS MY CHILDREN IN WAYS I DIDN'T EVEN CONSIDER.

I HAVE BECOME MORE CONFIDENT AND ASSURED WITHIN MYSELF. I HAVE THE CONFIDENCE TO SORT OUT MY LIFE AND KEEP THE ABUSERS OUT OF IT.

UNDERSTANDING MYSELF BETTER. FEELING OF SUPPORT FROM PEOPLE THAT UNDERSTAND WHY I FEEL THE WAY I DO. REALISING IT WAS HIS CHOICE AND NOTHING I COULD HAVE DONE WOULD HAVE CHANGED THAT.

I FEEL EMPOWERED WITH THE SUPPORT I HAVE RECEIVED. AND OWN MY LIFE HAS HELPED UNDERSTAND WHY MY EX STILL USES MY ADULT CHILDREN AGAINST ME. ALSO THE DAMAGE WHICH HAD BEEN DONE TO THEM GROWING UP.

IT WILL HELP YOU UNDERSTAND WHY YOU'RE FEELING THE WAY YOU ARE, AND MAKE YOU SEE YOU'RE NOT ALONE OR CRAZY! YOU WILL BELIEVE THAT LIFE CAN AND WILL GO ON.

I FEEL LIKE I CAN FINALLY UNBURDEN MYSELF WITH FEELINGS OF SHAME AND GUILT FOR BEING A VICTIM OF DOMESTIC VIOLENCE. I FEEL LIGHTER AND MORE POSITIVE. I'M PROUD I WAS ABLE TO INSPIRE OTHERS AND MAKE NEW FRIENDS!

THIS COURSE IS LIFE CHANGING.

I AM NOW ABLE TO OPEN UP ABOUT MY STRUGGLES AND ALSO I BUILT SISTERHOOD FOR LIFE.

TO FUND A PROJECT LIKE THIS WOULD HELP THOUSANDS OF PEOPLE. NOT JUST WOMEN WHO HAVE GONE THROUGH IT BUT WHOLE FAMILIES. THE EDUCATIONAL ASPECT CAN CHANGE THE WAY WOMEN VIEW THEMSELVES AND HELP PREVENT THEIR TRAUMA AFFECTING THEIR CHILDREN. I BELIEVE THIS COURSE HAS TRULY SAVED MY LIFE.

IT TAUGHT ME TO BE STRONG.

AFTER THIS COURSE YOU'LL FEEL LIKE YOU'VE BEEN REBIRTHED AS YOU'LL FIND YOUR LOST SELF.

I NOW REALISE I HAVE A HOPEFUL FUTURE.

THERE WAS SO MUCH OF THE COURSE THAT CHANGED MY WAY OF THINKING, THE VIDEOS WERE ALSO GOOD REGARDING STEREOTYPES, AS HAD NEVER REALLY THOUGHT OF IT THAT WAY BEFORE.

ALL I CAN SAY IS I AM NOW STRONGER, WHEN I HAVE TO SEE MY EX-HUSBAND, WHEN OUR PATHS CROSS, I THINK MORE OF OWN MY LIFE THAN ANYTHING ELSE BECAUSE I WILL NOT ALLOW MYSELF TO BECOME BITTER, I WILL NO LONGER WASTE MY TIME ON WHAT COULD HAVE BEEN, I WILL NO LONGER CARRY THE GUILT AND SHAME THAT I DIVORCED HIM.

WHAT I LIKED MOST ABOUT THE JOURNAL WAS THAT I HAD TO REFLECT ON MY FEELINGS. MINE. NOT HIS. NOT ANYONE ELSE'S. MINE.

IRISH TOUR

We loved travelling to the Republic of Ireland to launch Irish-context materials, here we share some of the highlights.



Our first stop was a presentation to women from Teach Tearmainn (both service users and staff).



Our next stop was with students aged 16 - 18 at Mountmellick Community School in Portlaoise.

We then did a presentation to a group of multi-agency partners from Ascend NTDC in Tipperary.



Next up was speaking at a conference with Laois Domestic Abuse Service.



We were the main presentation for Coolmine's International Women's Day multi-agency event.

We spoke at an International Women's Day event organised by Oasis House in Waterford to launch their new Own My Life course.



8. Our last event was an International Women's Day conference organised by Esker House in Athlone.



We travelled to County Kerry to meet with Kerry Refuge and Traveller women who love Own My Life.



CHANGING LIVES

"I didn't think I needed Own My Life because I'd had a number of abusive partners, and thought I knew everything I needed to about abuse. I went on the course anyway and the course taught me a lot. When I met a new partner I saw his abusive behaviours soon enough to end the relationship before it got bad.

My daughter was taken into care when she was only newly born because of one of the abusers. Because of all I have learned in Own My Life, I now have the ability and awareness to recognise abusive behaviours in any future relationships."

Gina*



Our CEO Natalie with Gina* and her baby.

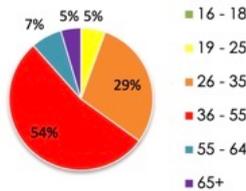
*Gina (not her real name) gave us permission to share her story and this image.

WHO ARE THE COURSE PARTICIPANTS?

For course participants who completed our Evaluation Station, we know that...

Age

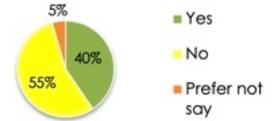
The majority of participants were between 36 -55. There were no women under 18.



Disability

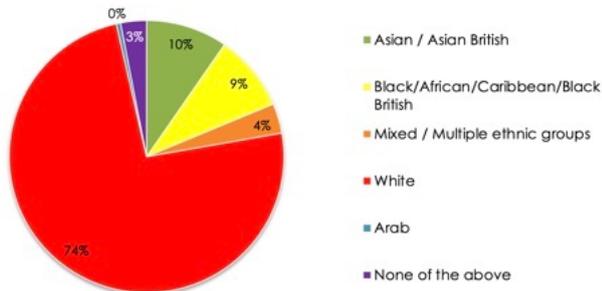
40% of women described themselves as having a disability.

Of those with a disability; 44% had mental health problems; 25% had a longterm illness; 14% had a mobility impairment, 9% learning difficulties, 5% were Deaf/hearing impaired, 1% had a speech impairment; and 1% were Blind/sight impaired.



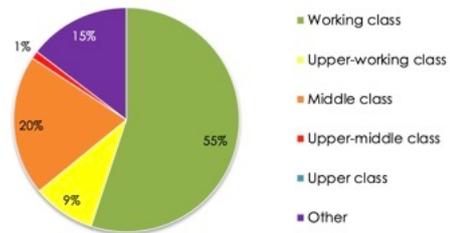
Ethnicity

74% of participants were white, 10% were Asian or Asian British, 9% were Black, African, Caribbean or Black British, and 4% were from mixed or multiple ethnic groups, 3% selected "none of the above", and >1% were Arab.



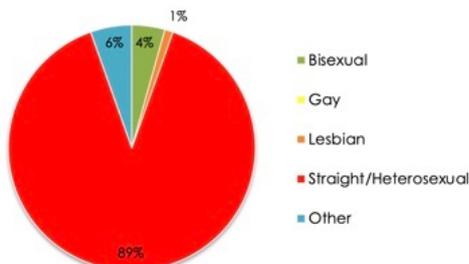
Class

When asked to identify their social class from a list 55% were working class, 20% were middle class, 15% were "other", 9% were upper-working class, 1% were upper-middle class,. No one identified as upper class.



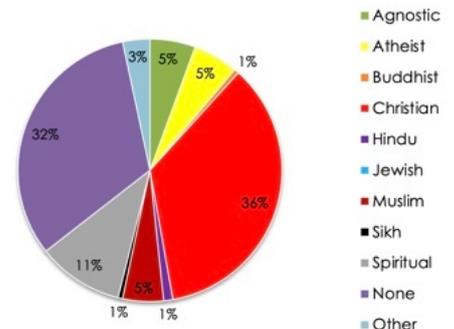
Sexuality

When asked to identify their sexuality from a list; 89% were straight, 4% bisexual, 6% chose "other", 1% lesbian. No participants identified as gay.



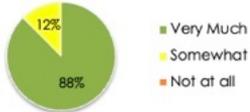
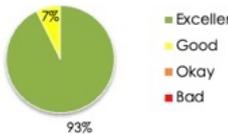
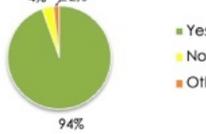
Religion and Belief

When asked to identify their faith from a list; 32% had no faith, 36% were Christian, 5% were Muslim, 5% were agnostic, 5% were atheists, 3% were "other", 1% were Buddhist, 11% were "spiritual", 1% were Hindu, and 1% were Sikh.

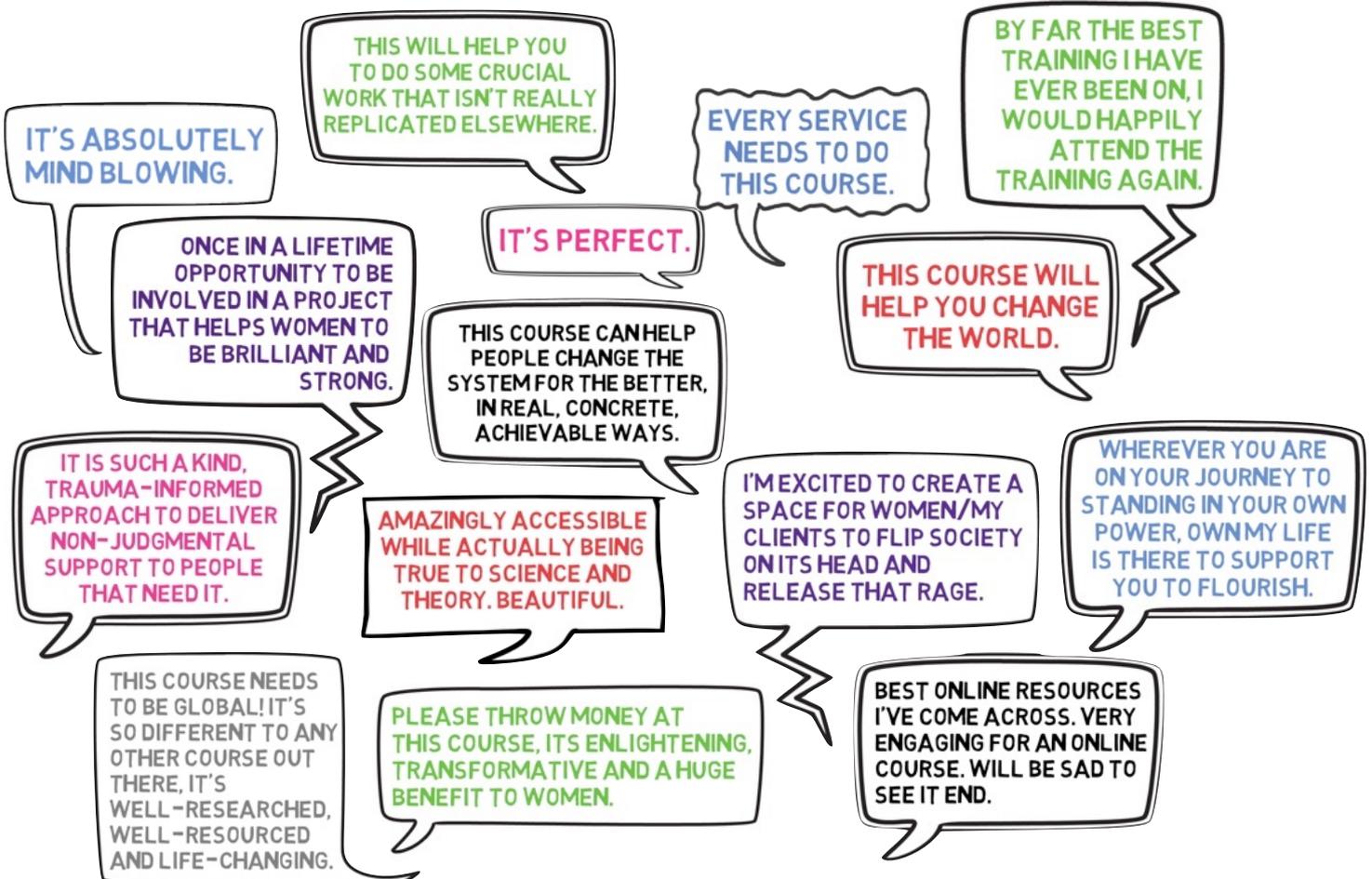


WHAT TRAINEES SAY

Feedback from practitioners who attended facilitator training

How much would you say the course has increased your knowledge?	 <ul style="list-style-type: none"> ■ Very Much ■ Somewhat ■ Not at all
How did you find the training overall?	 <ul style="list-style-type: none"> ■ Excellent ■ Good ■ Okay ■ Bad
Will the training change your practice?	 <ul style="list-style-type: none"> ■ Yes ■ No ■ Other

Practitioners' comments:



IMPACT OF ZOOM COACHING

Feedback from 69 practitioners who attended Own My Life Zoom coaching to equip them in delivering the course online

Participant tech literacy

There was a range of confidence with technology among those who participated in Zoom coaching. When asked what level of confidence they had about using technology; 11% were "not at all confident", 32% were "a bit confident", 49% were "mostly confident", and 11% were "not at all confident".



	BEFORE COACHING	AFTER COACHING																				
How confident were about delivering the Own My Life course via Zoom?	<table border="1"> <thead> <tr> <th>Confidence Level</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Totally Confident</td> <td>3%</td> </tr> <tr> <td>Somewhat confident</td> <td>10%</td> </tr> <tr> <td>A bit confident</td> <td>39%</td> </tr> <tr> <td>Not at all confident</td> <td>48%</td> </tr> </tbody> </table>	Confidence Level	Percentage	Totally Confident	3%	Somewhat confident	10%	A bit confident	39%	Not at all confident	48%	<table border="1"> <thead> <tr> <th>Confidence Level</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Totally Confident</td> <td>22%</td> </tr> <tr> <td>Somewhat confident</td> <td>67%</td> </tr> <tr> <td>A bit confident</td> <td>11%</td> </tr> <tr> <td>Not at all confident</td> <td>0%</td> </tr> </tbody> </table>	Confidence Level	Percentage	Totally Confident	22%	Somewhat confident	67%	A bit confident	11%	Not at all confident	0%
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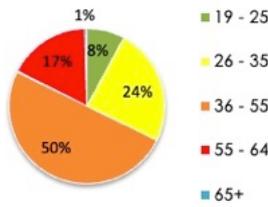


WHO ARE OUR TRAINEES?

For our 232 trainees we know that...

Age

The majority of trainees (50%) were between 36 -55. There were no women under 18.



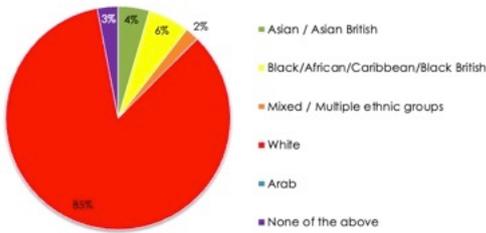
Disability

12% of women said they had a disability. Of those with a disability; 36% had mental health problems, 36% had a long term illness, 21% had learning difficulties, and 7% had a mobility impairment, and 7% were sight impaired/Blind.



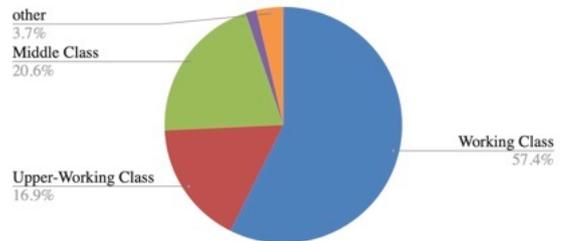
Ethnicity

85% of trainees were White, 6% were Black, African, Caribbean or Black British, 4% were Asian or Asian British, and 2% were from mixed or multiple ethnic groups, and 3% said they were none of the options offered.



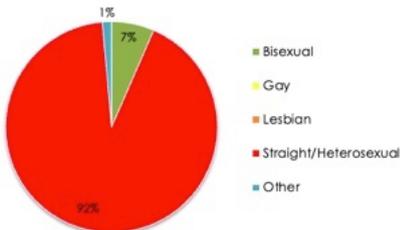
Class

When asked about their social class; 57.4% were working class, 20.6% middle class, 16.9% upper working class, 3.7% other and 1.3% upper middle class.



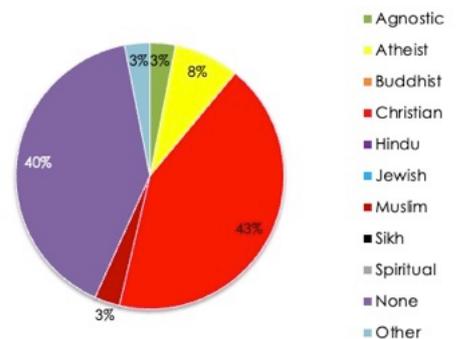
Sexuality

When asked about their sexuality; 92% were straight, 7% bisexual, 1% "other" and >1% (1 participant) were lesbian.



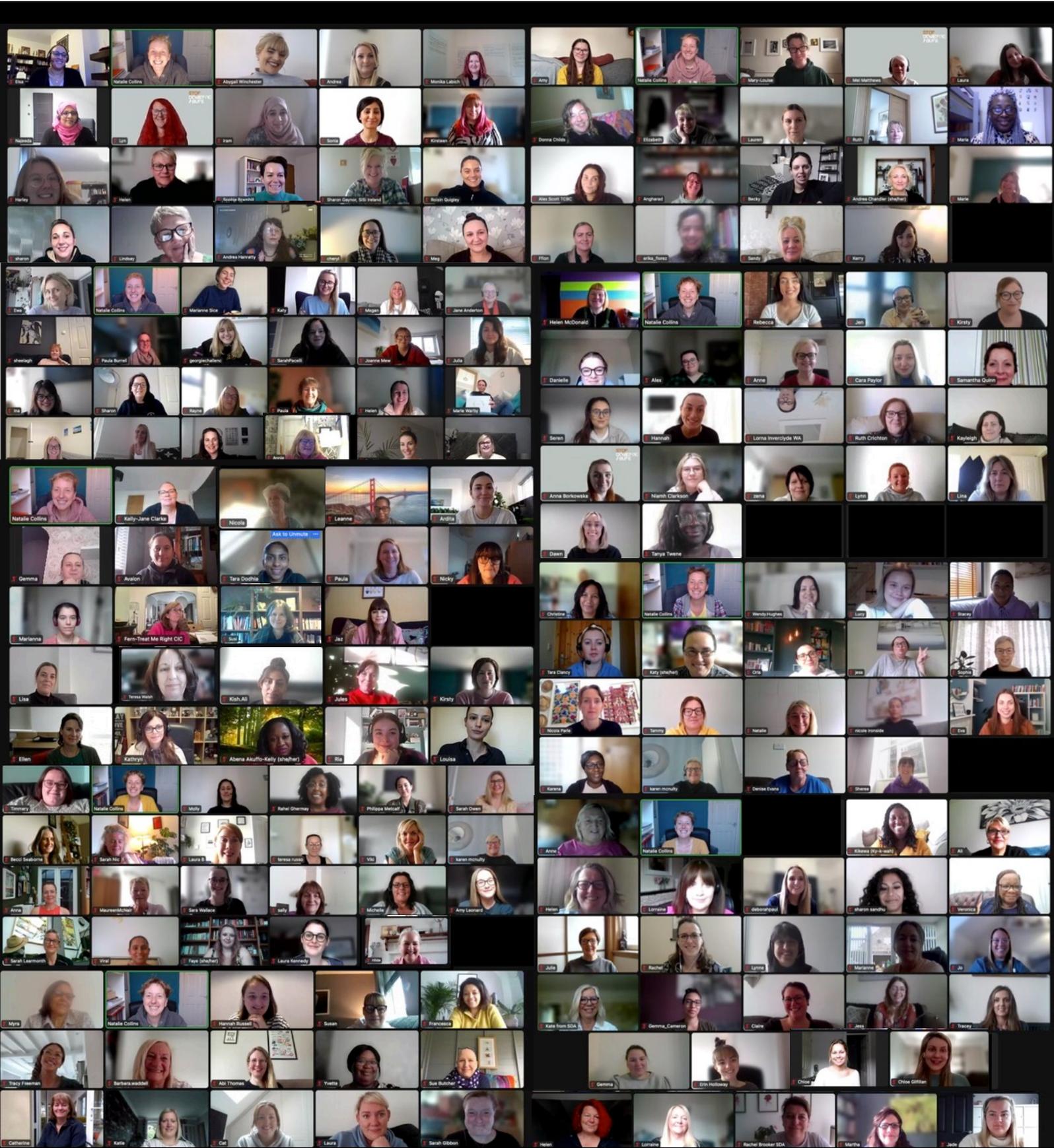
Religion and Belief

When asked about their faith; 42% were Christian, 40% had no faith, 8% were Atheist, 3% Muslim, 3% were Agnostic, 3% were "other", >1% (1 participant) were Sikh, and >1% (1 participant) were Jewish.



WHO ARE OUR TRAINEES?

All these brilliant women attended our training!



FINANCIAL REVIEW

During the period up to 31st March 2024, The Women's Liberation Collective received total income of £152,267 (2022/23: £118,958), of which £11,000 comprised grant funding and £2,460 came from donations. This income was attributable to charitable activities relating to delivering the Own My Life course.

Expenditure incurred for 2023/24 totalled £138,106 (2022/23: £129,425), all of which related to charitable activities. Currently, all those who work for us are self-employed, which means that our staffing costs are integrated within project costs, rather than being separate to them.

Total funds as at 31st March 2024 were £65,904 of which £8,300 represented restricted funds. Free reserves, representing unrestricted funds less tangible fixed assets totalled £57,604.

Our reserves policy can be found within our Financial Management Procedure [HERE](#).

STRUCTURE AND GOVERNANCE

Constitution

The Women's Liberation Collective was established in 2019 and achieved charitable status in 2019. The Women's Liberation Collective is a Charitable Incorporated Organisation and is constituted by its Articles of Association dated 15 July 2019.

Recruitment and election of trustees

When a vacancy in the Trustee Board occurs, care is taken to ensure that new Trustees are able to contribute effectively alongside the existing board by providing complementary skills. During the period up to 31st March 2024, the Charity has approved the following policies:

- ✓ Governance Policy
- ✓ Equal Opportunities
- ✓ Safeguarding Policy
- ✓ Financial Management Procedure
- ✓ Complaints Policy

Our Safeguarding, Complaints, Privacy, and Equal Opportunities policies are available on our website [HERE](#). A skills audit of the current Board of Trustees undertaken biennially. We have a trustee induction process for new trustees, which includes completion

of the skills audit and a 6-month trustee confirmation period.

Office holding trustees (Chair and Treasurer) are voted in for 3-years, with an opportunity for review at the charity AGM.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Charity's transactions and disclose with reasonable accuracy at any time the financial position of the Charity. 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.

Approved by order of the members of the board of Trustees; Sarah Learmonth, (Shirley) Irene Hayes, Louise Tullin, Sadia Masud, Henu Cummins and Ebunoluwa Babarinde, signed on their behalf by:



Sarah Learmonth, Chairwoman | 17th September 2024

FINANCIAL REPORT

Our bankers are: Metro Bank PLC, One Southampton Row, London, WC1B 5HA

Period ending 31st March 2024				(2022/23)	(2021/22)	(2020/21)	(2019/20)
	Unrestricted funds	Restricted funds	Total funds	Total funds	Total funds	Total funds	Total funds
	£	£	£	£	£	£	£
Receipts							
Grant income	1,000	10,000	11,000	0	0	13,038	23,097
Donations	2,523	0	2,523	1,017	1,240	2,040	107
Primary Purpose Trading	137,966	0	137,966	117,789	131,102	83,485	0
Trading	855	0	855	152	414	0	0
Total receipts	142,344	10,000	152,344	118,958	132,756	98,563	23,204
Payments							
Charitable activities	136,331	1,700	138,031	129,301	94,956	86,740	10,340
Trading	450		450	124	354	0	0
Total payments	136,781	1,700	138,481	129,425	95,310	86,740	10,340
Net receipts	5,563	8,300	13,863	-10,467	37,446	11,823	12,864
Cash funds brought forward	51,666	0	51,666	62,133	24,687	12,864	0
Cash funds at the end of the period	57,229	8,300	65,529	51,666	62,133	24,687	12,864

Statement of assets and liabilities							
As at 31st March 2024				(2022/23)	(2021/22)	(2020/21)	(2019/20)
	Unrestricted funds	Restricted funds	Total funds	Total funds	Total funds	Total funds	Total funds
	£	£	£	£	£	£	£
Cash funds:							
Cash at bank	57,229	8,300	65,529	51,666	62,133	12,864	12,864
Total funds	57,229	8,300	65,529	51,666	62,133	24,687	12,864
Liabilities							
Spark Admin (March)	2,916	0	2,916	3,108	-	-	-
Resource orders	4,998	0	4,998	6,122	-	-	-
Development work	1,738	0	1,738	1,325	-	-	-
Other	0	0	0				
	9,652	0	9,652	10,555	19,608	-	-

Approved by the board of The Women's Liberation Collective.

Registered Charity No. 1184411

FINANCIAL REPORT

Our bankers are: Metro Bank PLC, One Southampton Row, London, WC1B 5HA

Restricted Funding

COMMUNITY FOUNDATION:

- * Amount from before April 2023: £0
- * Amount during reporting period: £10,000
- * For: Delivering an Own My Life Employability pilot project.
- * Amount spent: £1,700.
- * Funding must be spent by: June 2024.

Non-UK income/expenditure

The non-UK countries we worked with in this reporting period were the Republic of Ireland and Australia.

- ➔ Republic of Ireland:
 - * Primary purpose trading: £8,649.
- ➔ Australia:
 - * Primary purpose trading: £590

Unrestricted Funding

During the reporting period the majority of our unrestricted income came from primary purpose trading (PPT). This includes:

- ✓ Being paid to deliver training.
- ✓ Being paid to provide course materials (WoManuals, Journals, Resource Boxes) to those delivering the Own My Life course.

Any surplus from PPT has been (or will be) reinvested to further our charitable objects.

INCOME FROM PPT: £137,966.

AMOUNT SPENT: £136,331.

Largest Single Donor

Our largest donation from a single donor was £1,000.

For Profit Donations

We had no donations from for profit companies.

Related Persons Donations

Our largest donation from a related person (e.g. a trustee) was £1,000.

Trading

During the reporting period we have begun to sell products to raise funds for the charity. These include tea-towels, prints, and hoodies.

During the reporting period:

- ➔ Our trading turnover was £855.
- ➔ Money raised via trading was £405.

Donations from other countries

We had no donations from other countries in any of the following categories:

- ➔ Government/Quasi Government.
- ➔ Charities/NGOs.
- ➔ Private companies.
- ➔ Individual donors.
- ➔ Unknown.

Income from government contracts

We are formally commissioned by one local authority to train staff to run Own My Life. Our income from this was:

- ➔ £2,983

TRUSTEE REMUNERATION AND RELATED PARTIES

During the reporting period, the following reimbursements were made to Trustees:

Trustee Remuneration

No trustees (or any person connected to them) received remuneration for trustee duties during the reporting period. In the previous year (2022/23) Irene Hayes received reimbursement of expenses: £85

Fees received as a facilitator support person subcontracted to the charity (for one trustee) were as follows:

Trustee Remuneration

		Total	Total
		Period ending 31 March 2024	Period ending 31 March 2023
		£	£
Irene Hayes	Expenses	0	85
Sadia Masud	Co-training and facilitator support	125	3,575

Related parties

Spark is the self-employed partnership of Natalie Collins, founder of the Own My Life course and our CEO, and Andrew Collins. Prior to setting up the charity, Natalie was paid to deliver the Own My Life course via Spark. As Andrew provided administration support for Natalie's other work, the trustees were confident Andrew would be the best person to provide administration support to the charity. With the support of the trustees, Natalie and Andrew have chosen to remain self-employed. This reduces the workload and cost to the the charity (no payroll etc is needed) and allows Natalie and Andrew freedom to do work with other organisations.

Terms and conditions

Any operational matters which involve payments to Spark require trustee approval with Spark having only read-only access to the charity bank account. Spark's fees are discussed and approved by the trustees, with any changes to fees or responsibilities reviewed and voted on by trustees.

Related parties

	Total	Total
	Period ending 31 March 2024	Period ending 5 April 2023
Description of transactions	£	£
Spark (Training delivery)	36,620	27,000
Spark (Administration)	18,299	23,757
Spark (Resource provision)	33,296	39,202
Spark (CEO services)	13,200	17,040
Spark (Other)	3,534	4,985
Spark Total	104,949	111,984

INDEPENDENT EXAMINER'S REPORT

The Women's Liberation Collective
Charity Number 1184411

I report to the trustees on my examination of the accounts of the above charity, for the year ended 31st March 2024.

As the charity trustees of the Charity, you are responsible for the preparation of accounts in accordance with the requirements of the Charities Act 2011 ("The Act").

I report in respect of my examination of the Charity's accounts carried out under section 145 of the 201 Act, and in carrying out my examination, I have followed the applicable Directions given by the Charity Commission 145(5)(b) of the Act.

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination which give me cause to believe that in any material respect:

- Accounting records were not kept in accordance with section 130 of the Act, or
- The accounts do not accord with the accounting records.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Michael Hendy ACMA
Certax Accounting (Sunderland) Ltd.
14 Foyle Street
Sunderland
SR2 1LE
Independent Examiner

M Hendy

Michael Hendy ACMA | 17/09/2024

THANK YOU S

Course participants

You are the reason The Women's Liberation Collective exists! Your strength and courage are an absolute joy to us. Thank you for doing the work to own your lives and for being part of the Own My Life sisterhood. We are always cheering you on.

Facilitators

Thank you for partnering with us in sisterhood to enable the women you work with to take back ownership of their lives. The success of Own My Life is a testament to your skills, commitment and passion.

Louise's sponsors

Our trustee Louise is completing the London Classics later in 2024. Thank you to those of you who have already sponsored her in support our work.

Marna Carroll and Kathleen Maher

The wisdom each of you brought to the Irish-context translation has ensured it is truly meaningful for women's lives. Thank you also to your organisations Laois Domestic Abuse Service and Ascend NTC D for enabling you to spend the time working with us on the translation.

Anne Lyttle

Thank you for being one of our Trustees Board. We miss you and we're grateful for your contribution to the Board, thank you for working with us.

Liza Thompson

Through your tenacious leadership as our Chairwoman over the last 3.5 years, we have been able to build strong roots, with systems and processes that have empowered us to grow healthily and joyfully. Thank you for all your work with us. We miss you!

Our Supporters

To those who have financially supported our work, or otherwise cheered us on, we are so grateful to you. Your support enables us to make the biggest difference to women's lives.

Louise Bryant

Thank you for being willing to include women from all over the UK (and the world!) on the courses you run.

THANK YOU S

Irish Services

Dear Teach Tearmaine, Laois Domestic Abuse Service, Ascend NTDC, Coolmine, Kerry Refuge, Oasis House, and Esker House, thank you for a wonderful Irish welcome and for enabling us to tour Southern Ireland. We love you all!

Paul Johnston

Thank you for your pro-bono tech wizardry, which helped us to work out a solution to our administrative technical issues.

Carol Meredith

Thank you for bolstering our funding application confidence and skills. We're grateful to have you in the Own My Life sisterhood.

Amanda Griffiths and Jan Bostock

Your Power Threat Meaning Framework workshop for Own My Life facilitators was brilliant, thank you for volunteering your time, skills and wisdom to support our facilitators.

Community Foundation

We are so grateful to the funding you have provided to enable us to pilot an employability course. We know it's going to make a huge positive difference to women's lives.

Golden Bottle Trust

Thank you for your incredibly generous donation of £1,000. We are excited to be able to use it to make the biggest difference to women's lives.

Filia

Thank you for having us on your podcast, to Sally Jackson for being a great interviewer and for making space for our celebratory vulva tea towels at your conference.

Sinead Butler and Sara Wallace

Thank you to you and your organisations (Ruhama and Esker House) for your help with our Irish Intersectionality video, we couldn't have made it without you!

The Co-op Centre
Sunderland, SR2 8AH
Phone: 07818 328391
www.ownmylifecourse.org/wlc
info@ownmylifecourse.org

