

# Thirtyone:eight

England & Wales · Charity number 1004490

## Details

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Other names	BETHEL CHRISTIAN CENTRE, CHURCHES CHILD PROTECTION ADVISORY SERVICE, PCCA - CHRISTIAN CHILDCARE (CHARITABLE), THIRTYONE:EIGHT, CCPAS, Thirtyoneeight
Status	Registered
Legal form	Charitable company
Company number	<a href="#">02646487</a>
Registered	1991-10-08
Register	<a href="#">View on the Charity Commission register</a>

## Contact

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Website  
[www.thirtyoneeight.org](http://www.thirtyoneeight.org)

## Activities

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**Objects:** 3.1 THE PROVISIONS OF EDUCATION AND RESOURCES TO PRIMARILY, BUT NOT EXCLUSIVELY, SAFEGUARD CHILDREN, VULNERABLE ADULTS AND THOSE AFFECTED BY ABUSE.3.2 THE FURTHERANCE OF THE CHARITABLE WORK OF THE CHARITY BY THE ADVANCEMENT OF SUCH OTHER CHARITABLE PURPOSES AS THE TRUSTEES SHALL FROM TIME TO TIME DECIDE.THE OBJECTS CAN BE CARRIED OUT WORLDWIDE AS AN EXPRESSION OF THE CHARITY’S CORE VALUES SET OUT IN CLAUSE 5.

**Activities:** Thirtyone:eight is an independent Christian charity which helps individuals, supports organisations, charities, faith and community groups to protect vulnerable people from abuse. We work together with a network of thousands of faith and non-faith organisations, across the UK, helping them to create safer places. We are agency for DBS checks. [www.thirtyoneeight.org](http://www.thirtyoneeight.org)

## Classification

- **How:** Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research, Acts As An Umbrella Or Resource Body, Other Charitable Activities
- **What:** General Charitable Purposes, Education/training
- **Who:** Children/young People, Elderly/old People, People With Disabilities, Other Charities Or Voluntary Bodies, Other Defined Groups, The General Public/mankind

## Geography

- **Area of benefit:** UNITED KINGDOM
- Northern Ireland
- Scotland
- Throughout England And Wales

## Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£3,280,101	£3,325,646	£1,356,894	47
2024-03-31	£3,084,073	£3,201,470	£1,414,622	44
2023-03-31	£2,901,882	£2,990,721	£1,464,765	40
2022-03-31	£2,567,870	£2,644,824	£1,613,690	36
2021-03-31	£2,258,574	£2,381,933	£1,607,432	38

## Trustees

Name	Role	Appointed
<b>Peter Wharrad</b>	Chair	2020-05-14
Andrew Connal		2026-01-26
Dominic O'Neill		2026-01-26
Judith Davey-Cole		2023-03-31
Julia King		2019-02-21
Kathleen Marie Hallisey		2023-01-23
Philip Verity		2024-02-23

**Thirtyone:eight**

England & Wales - Charity number 1004490

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# Accounts

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# Thirtyone:eight

## Annual Report 2024-2025

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*"To be honest, I wouldn't do this job without the support of Thirtyone:eight"*  
– Member Feedback

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## Our Vision, Mission and Values

**Our vision** is a world where every child and adult can feel, and be, safe.

We know that this is a bold vision and one that many might see as impossible. To strive forward and contribute alongside others to achieve what we can is core to the hope that we hold for people who may be vulnerable everywhere.

**Our mission** is threefold. All our efforts are focused towards our vision and seek to:

### Equip

We will equip society with the knowledge and skills to create safer environments for children and adults at risk.

### Empower

We will empower society to respond appropriately to those who are vulnerable or have experienced abuse.

### Encourage

We will encourage society to stand against oppression and exploitation by informing legislation and striving to raise the standards in safeguarding practice.

**Our values** underpin all that we do and contribute towards the working culture we create for ourselves and seek to demonstrate to all those that we serve:

- **Christian**

We are a Christian organisation, who are inspired to 'speak out on behalf of the voiceless, and for the rights of all who are vulnerable' as we believe God told us to. This is the foundational pillar of all our work.

- **Empowering**

We want other organisations and groups to grow in knowledge and confidence – that's why we share our knowledge and encourage people to use it.

- **Thought leader**

We are experts at the forefront of raising safeguarding standards, and we share our knowledge with churches, organisations and the government, as well as the general public.

- **Compassionate**

We understand that every person is unique, we value and care for every person who needs our help and treat them accordingly.

- **Respectful**

We are honest and have strong moral principles. We are transparent and fair in everything we do.

## A Message from our Chair

I'm pleased to present the annual report for Thirtyone:eight, highlighting our significant efforts in working towards a world where every child and adult can feel, and be, safe.

This year, we were awarded the **Helplines Standard Award** for both our Disclosure Checks and Safeguarding Helplines. This is the second time we have received this award. This national accreditation has been awarded by [Helplines Partnership](#) (the national body for helpline providers) and has been specifically developed for the helpline sector to recognise excellence and best practice in service delivery. The award is recognition of our near 50-year track record of equipping, empowering and encouraging our 6600+ member organisations to promote healthy safeguarding practices.

Following the release of our **manifesto**, I have been encouraged to see our public policy work go from strength to strength. From equipping our members to stand up for safeguarding during the general election, to the re-establishment of the All-Party Parliamentary Group on Safeguarding in Faith Communities we are seeing increasing opportunities to influence policy and wider society to create safer places. It's also been an exciting year of increasing collaboration with other organisations both in the UK and internationally.

The safeguarding **helpline** has seen a significant increase in enquiries. Our dedicated team of specialists have taken 8190 calls and emails in the last year. Additionally, our fantastic **disclosures** team have processed nearly 87,000 checks this year.

We **trained** over 10,000 delegates through our CPD accredited e-learning, webinars and live events this year. Our training team have worked hard to update a number of our established courses and have produced a new training session for people involved in residential camps.

I extend my thanks to our members, staff (employed and self-employed), volunteers and trustees for their continued dedication and support. I remain full of hope that, together, we have made – and will continue to make - a tangible difference in safeguarding and in creating safer places for all.

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## A Message from our CEOs

At Thirtyone:eight we remain compelled by our Christian faith, which calls us to 'speak out on behalf of the voiceless, and for the rights of all who are vulnerable' as it says in Proverbs 31:8.

Our charitable vision **is a world where every child and adult can feel, and be, safe.** In the past year, we have worked harder than ever to equip, empower and encourage our members to know how to respond and create places that protect children, young people and adults at risk.

We continue to hold to the belief that Christians have a significant voice in the public space, influencing both society and government. We were pleased to renew our position as secretariat for the **All-Party Parliamentary Group for Safeguarding in Faith Communities** following the general election. We're pleased to report we have more members and officers than ever before, thanks to the dedication and hard work of our team.

Last year also saw our most successful **Safeguarding Sunday** yet, with over 5000 churches taking part from across the UK. The day itself came at the end of the week when Justin Welby resigned his post as Archbishop of the Church of England over the findings of the Makin Review. Many churches reported that having ready-made resources, preach notes and guidance from us made that week a lot easier for them to navigate with their congregations.

We are incredibly proud of the **training** products that were updated and the new sessions launched this year. Our training is now four-nations friendly, and we continue to have a focus on accessibility to enable those with accessible needs to be able to participate, including the introduction of relaxed training sessions for those who need to take training at a different pace, in a more relaxed environment.

Our **consultancy** team have also had a very busy year with audits, case reviews and some very complex investigations. Our new Risk Assessment and Behaviour Contract reviews have been launched to help organisations working with people who may pose an additional risk, and our helpline has been busier than ever.

This year Thirtyone:eight became one of the founding organisations for a new **Global Child Protection Alliance**, which exists as a collaborative community of Christian child-focused agencies operating around the world. Each member organisation is committed to encouraging the global church to take ownership of and be active in pursuing the Biblical mandate for child protection.

All of our work means that more people are being protected from harm and being supported where they need to heal. We're thankful for our hard-working and dedicated trustees, volunteers and staff who help to create safer places, whether directly or behind the scenes.

We're also very proud of our 6600+ members, who work tirelessly to create safer places for all across the UK and further afield. All of you help us raise safeguarding standards so that people at risk from abuse can feel, and be safe, wherever they are. Thank you for helping to create safer places for all.

## Our Impact

For almost 50 years we've worked together with likeminded individuals, organisations and governments to safeguard vulnerable people. For us impact looks like being able to equip, empower and encourage society to create places and communities that are truly safer for all.

### Equip society

We equip society with knowledge and skills to create safe environments for children and adults at risk, by sharing information and training others through our membership, training and consultancy services.

6,600 members

10,000+ people trained

87,000 criminal records checks

*"Our 23 year partnership with Thirtyone:eight provides us with safeguarding professionals who understand the context of our event and therefore the short window of opportunity we have to address safeguarding situations before our event comes to a close. Partnering with Thirtyone:eight equips us to help those most at risk of harm to find positive transformation in their lives."*

Phil Loose, Spring Harvest

### Empower society

We empower society to respond to people who are vulnerable or who have experienced abuse. Our expert safeguarding helpline is open seven days a week, with emergency out-of-hours support.

8190 calls to our helpline

*"You gave me confidence. You made everything feel less hopeless"*

Helpline Caller

"Thirtyone:eight has really become the go-to in the Christian sector when it comes to safeguarding. We began hearing about your brilliant work from so many other organisations that it was hard to ignore!"

Kate Sharma, Cinnamon Network

## Encourage society

We empower society to stand against oppression and exploitation by developing legislation and to strive to raise the standards in safeguarding practice. We do this through direct Government engagement, research, and campaigns.

- Responded to 5 government consultations
- Partnered in 1 academic research study
- Launched the Safeguarding Standards Award

*“We are really proud to have completed and achieved this award. It has made us even more proud that for every person who comes into our centres, we know we are a safe place. It is an exercise that helps address every aspect of safeguarding and gives external validation and assurance that your safeguarding practices are effective.”*

NAYC



As a charity, we rely on your help to keep our services running. Donate today and give the gift of safer places.

## Future Plans

Thirtyone:eight have developed a three to five-year strategy covering several areas of work. In the next 12 months, we will be specifically focusing on the following:

### Four Nations

#### 1. Why four nations?

The UK is made up of four nations – England, Wales, Scotland and Northern Ireland. Safeguarding legislation, policy, and practice vary across the four nations of the UK. To make sure we are serving all our members, and together creating a safer world for children and adults, we must ensure our services reflect the needs of all four nations and not just England, where Thirtyone:eight is predominantly based.

#### 2. Benefits of working in the four nations

- Builds credibility across the UK
- Increases uptake of services beyond England
- Grows membership in all nations
- Opens doors to more local partnerships and influence
- Brings us closer to our vision of safety for all

## Advocacy and Campaigns

### 1. Why Advocacy and Campaigns?

We are committed to influencing legislative change in the four nations of the UK through engagement with Westminster and the three devolved administrations to strengthen the safeguards that are already in place for children and adults, to better protect victims and survivors, and create safer environments for all. We believe we are uniquely placed through our networks and relationships, our reputation and experience, and our sector

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knowledge and expertise, to speak into the intersection between safeguarding and faith communities. Our aim is to inform safeguarding discourse, share best practice and work together to create safer places.

## 2. Benefits of Advocacy and Campaigns

By influencing legislative development, we can ensure that the laws and guidance that are made which underpin good safeguarding practice is made from an informed perspective, which includes the voice and experience of faith groups.

## Victim / Survivor / Lived Experience Voice

### 1. Why Victim Survivor Voice?

At Thirtyone:eight, putting survivors first is central to our mission. This commitment shapes how we work with both members and non-members, and we actively encourage others to adopt this principle as part of their safeguarding practice. Victims and survivors are at the heart of what we do. We are committed to making their voices central to service development, ensuring they are equal partners in shaping our work.

### 2. Benefits of Victim Survivor Voice

Being guided by the principle “Nothing about me, without me,” we aim to embed the voices and experiences of victims, survivors, and those with lived experience (VSLE) into everything we do. Research shows that survivors want to be heard and to see real action taken in response. We are committed to providing a trauma-informed, compassionate charity that includes exploring wider support options such as redress and therapeutic care.

Key benefits include:

- Survivors have a direct role in shaping services
- Creating a survivor-informed approach leads to more relevant and effective support
- Establishing stronger, more compassionate relationships with survivors
- Ensuring real action is taken in response to survivors’ voices

## Accessibility

### 1. Why accessibility?

Around 1 in 5 adults in the UK have a recognised disability. A further 700,000 children have one or more disabilities. Often, these disabilities are not visible, so it's important that we design our services to be inclusive for everyone.

Accessibility means creating content and services that are clear and simple for all users, while also supporting those who may need adjustments. The most effective approach is to build in accessibility from the start. Just as we consider factors like cost or being survivor-informed, accessibility should be a core part of any design or development process.

### 2. Benefits of improved accessibility

In practice, accessible services tend to be easier, quicker, and more effective for everyone. Accessibility not only supports those with disabilities but also improves usability for all users.

## Volunteering

### 1. Why volunteering?

Volunteers bring a wide range of skills, experience, and capacity to our work. They enable us to support more people, enhance our services, and make further progress towards our overall vision. Our aim is to reduce our current 50% expenditure on staff to 40%, in line with similar organisations.

## 2. Benefits of volunteering

Volunteering offers significant benefits for the individuals involved. It can help people feel more connected, give a strong sense of purpose, and contribute positively to wellbeing. Volunteers also bring value by supporting almost every area of our organisation, from helplines to finance, administration, and more. Many volunteers offer high levels of expertise and are capable of supporting complex and specialist areas of work.

Our next steps in these key areas are in development, and will include a full review of our resources, services and member information to ensure everything we do aligns with best practice.



As a charity, we rely on your help to keep our services running. Donate today and give the gift of safer places.

## A Trusted Partner – Kintsugi Hope

Kintsugi Hope is a charity based in the UK striving to make a difference to people's mental wellbeing. They want to see a world where mental and emotional health is understood and accepted, with safe and supportive communities for everyone to grow and flourish.

"Kintsugi" (金継ぎ) is a Japanese technique for repairing pottery with seams of gold. The word means 'golden joinery' in Japanese. This repairs the brokenness in a way that makes the object more beautiful, and even more unique than it was prior to being broken. Instead of hiding the scars it makes a feature of them.

Julie Wilson from Kintsugi Hope explains how membership with Thirtyone:eight has helped their organisation.

"In 2018, when our charity was newly established, we sought the expertise of Thirtyone:eight due to their outstanding reputation in providing reliable advice and guidance on safeguarding matters. We needed assistance in crafting our safeguarding policy and obtaining advice on what to request from our partners to ensure robust safeguarding oversight.

We recognised gaps in our knowledge, awareness, and training concerning safeguarding. Specifically, we needed clarity on our safeguarding requirements, particularly from our partners and group leaders. Additionally, we needed guidance on how to gather information effectively as a third party to ensure safeguarding remained a priority in our wellbeing groups. Thirtyone:eight's safeguarding policy template proved invaluable, and their training significantly enhanced our staff's understanding of safeguarding practices.

One of our biggest challenges has been understanding and ensuring optimal safeguarding practices across various locations, cities, and churches. Additionally, comprehending the different safeguarding requirements and practices in England, Wales, Northern Ireland, and Scotland has been a complex task.

Thirtyone:eight supported us by helping establish a system and process that placed safeguarding responsibility on our partners while guiding them towards best practices. Their support included providing a dedicated person to address our safeguarding queries and helping us understand the varying safeguarding requirements across different regions. This support has been crucial in managing the safeguarding of our wellbeing groups effectively.

A key safeguarding need for organisations like ours is ensuring everyone is aware of best practices and understands how to implement them. This includes routine procedures such as DBS checks for staff and regular safeguarding training.

We would definitely recommend Thirtyone:eight to other organisations. They have been instrumental in helping us navigate the complexities of safeguarding, setting up necessary systems and processes, and offering valuable opportunities for ongoing training and refreshers.”

## Membership Highlights

### Key Developments:

- Our membership grew to 6,620 members.
- Attended and sponsored the Churches Together in England Forum in March. A 3-day event where we met many denominational and ecumenical leaders.
- Introduced a new automated member onboarding process to ensure that key member benefits are highlighted via a series of emails at regular intervals during the first three months of membership.
- Interest in our new member webinars is so high that we are now running them every other month.
- Our popular Member exclusive webinars (with subject matter experts) are now a collaboration with the training team, and external expert partners such as Mind & Soul Foundation and Restored.
- The monthly member updates are seeing a very healthy open and click-through rate, especially since improving subject headers, content and design.

*“Thank you for organising such a good and helpful session yesterday. I think all the delegates from our monastery found it very helpful. There was a very positive feel to the whole session.”* – New member feedback

## Event Highlights

### Key Activities:

The membership team and staff from other teams attended a number of events and conferences, including:

- Spring Harvest
- AOG Leaders
- Elim Leaders Summit
- Ground Level Leaders
- CRE Milton Keynes
- Creation Fest
- Churches Together in England Forum
- Restored Conference
- National Youth Ministry Weekend
- CSPN Global Safeguarding Conference

*“Your team are absolutely brilliant when you are pulling your hair out and dealing with things that you haven't dealt with before.”*- National Youth Ministry Weekend delegate

## Training Highlights

### Key Activities:

- Trained 10,188 delegates
- Developed training that fulfils Wales' Group A and B national standards
- User-testing by those with disabilities to test and improve our accessibility
- Launched relaxed sessions - designed specifically for anyone who requires a slower, more laid-back approach to learning. From May, all Saturday morning sessions of Safeguarding Children and Young People, Adults at Risk and Trustees will be Relaxed Training.

### Key Developments:

- Updated Safeguarding Children and Young People
- Updated Safeguarding Leads
- Updated International Contexts
- Updated Managing Allegations and Perpetrators
- Updated Safeguarding in Pastoral Ministry
- Wrote Online Safety
- Wrote Supporting Victim-Survivors
- Created new self-paced learning: Safeguarding for Residential and Events

*"Super knowledge and calm, and engaging delivery. Pulled out key points from group discussion and ensured we acknowledged all necessary information. Clear pathways through processes and excellent sharing of resources and signposting throughout. So useful. Brilliant. Thank you." – Training Delegate*

## Public Policy & Research Highlights

### Key Activities:

- Following the General Election we officially re-registered the All-Party Parliamentary Group (APPG) for Safeguarding in Faith Communities after a successful inaugural meeting held on 27<sup>th</sup> January in parliament. We have 31 members of the APPG made up of MPs and Peers, which is the highest number the APPG has ever had.
- With the APPG we produced briefing papers focusing on the key opportunities and challenges relating to the implementation of the Independent Inquiry into Child Sexual Abuse (IICSA) recommendations which has been shared with our membership, mailing list and key parliamentarians/departments.
- Regularly engaged and released statements and blogs on the IICSA recommendations, mandatory reporting and the Crime and Policing Bill.
- Worked with Baroness Tanni Grey-Thompson on her Private Members Bill on Mandatory Reporting (which led to Thirtyone:eight being mentioned in the House of Lords).
- Engaged with a consultation run by the Department of Education (through the Association for Child Protection Professionals) about the Working Together to Safeguard Children guidance (2023).
- Presented at the Faith Forum (NWG) and updated the network on the re-registered APPG and the AIRCs project research.
- Concluded fieldwork for a research study looking at working relationships between faith groups and statutory partners with the University of Chester as part of an Arts & Humanities Research Council funded program being led by the University of Kent.

*"By working together, we have tackled some of the most pressing issues related to safeguarding in faith communities, especially regarding positions of trust and mandatory reporting. We remain committed to our*

*mission to ensure that faith communities are safe spaces for all."* – Bishop Viv Faull, Co-Chair of the All Party Parliamentary Group on Safeguarding in faith communities.

## Safeguarding Highlights

### Key Activities:

- Supported 30 organisations with consultancy services ranging from consultancy and audits to case reviews and complex investigations.
- Launched a new service – Risk Assessments and Behaviour Contract Reviews.
- Received 8190 enquiries to our safeguarding helpline.
- Launched the Safeguarding Standards Award
- Continued work with the Welsh Christian Forum and Wales Council of Voluntary Associations.
- Continued to chair and participate in the Christian Forum for Safeguarding (CFS) - a forum for the national level safeguarding leads across the majority of Christian denominations, networks and groups in the UK.
- We were re-awarded the Helpline Standard Award by the Helplines Association
- Became a founding member in the establishment of the new Global Child Protection Alliance (GCPA)

*"The work allowed for in-depth analysis, reflection and action planning around safeguarding challenges that staff have faced and how to sensitively work through addressing these... We can confidently create a robust plan to address the issues. So impressed with the warmth, engagement and professionalism of Thirtyone:eight staff."*

*"We as a leadership team felt safe and covered by Thirtyone:eight's ready availability and expertise, and they often went the extra mile to support us in our time of need...The recommendations given following the review have given us a clear roadmap to follow and implement to improve our organisation's practices."*

## Disclosures Highlights

### Key Activities:

- 86,857 Enhanced, standard and basic DBS checks processed
- 34% increase in DBS checks
- 46% increase in first-time checks for adults
- 142 Enhanced and standard AccessNI checks processed.
- 18% increase in call volumes for Digital ID checks
- We were re-awarded the Helpline Standard Award

"I had a DBS Advice Consultation (over Teams call and follow-up email) The staff, were extremely knowledgeable and helpful. I particularly appreciated the way they took time to understand our organisational context. We felt listened to and supported."



As a charity, we rely on your help to keep our services running. Donate today and give the gift of safer places.

## Financial Information

As at 31 March 2025 free reserves amounted to £1,057,987 (2024: £1,091,326). Restricted funds amounted to £1,750 (2024: £1,000) and designated funds amounted to £297,157 (2024: £322,296).

Year on year our income has increased by £196,028. This increase was driven by Disclosure Checks and income from Memberships. Our expenditure increased by £124,176. It is worth noting that when our DBS income increases, so do our corresponding direct costs due to the statutory DBS check charges. Another significant contributor to the increased expenditure was staff costs as we employed more people and increased staff wages. This gave us a net performance of £(45,545) before investments losses/gains.

We saw a small net loss on the revaluation of our investments of £(12,183) giving us a total net movement in funds of £(57,728). Our fixed assets are valued at £983,044. £72,156 is tangible and intangible assets so not readily available to support any deficit we see. £910,888 is in investments and is used to generate income for us.

### Reserves policy

Total unrestricted general funds at 31 March 2025 were £1,355,144 (2024: £1,413,622) comprising:

- Designated fixed assets fund £72,157 (2024: £97,296)
- Designated funds: Strategic Project £225,000 (2024: £225,000)
- Free reserves (see below) £1,057,987 (2024: £1,091,326)

Our reserves policy focuses on free reserves as these are the reserves held at the discretion of the trustees.

The reserves policy range has been built up based on ensuring the financial stability of the charity and ensuring that the charity can meet both its ongoing commitments and its strategic plans. In calculating the required level of reserves, the trustees consider the risk of income shortfalls, the potential for budget shortfalls, and other broader risks that could impact the charity.

The current free reserves policy range approved by the board of trustees is £750,000 - £850,000, which is reviewed each year to take account of both internal and external factors. The free reserves at 31 March 2025 of £1,057,987 are higher than the Board's targeted range which we feel comfortable with whilst we have a deficit budget.

The Trustees have re-assessed the level of designated reserves and given the current and development projects that are likely to arise in the next three years, have decided to retain the existing reserves of £225,000. The Board are currently reviewing the strategic plan and will finalise this in January 2026 which may result in a change to the designated reserves figure above.

The reserves policy is kept under regular review and target levels are adjusted as assessments of risk and other factors develop or change.

### Investment policy

Investment Management is delegated to a specialist investment management firm to undertake the day-to-day management of the investment portfolio on behalf of the Trustees. The Investment Policy sets out the parameters, controls and responsibilities for the Investment Manager to operate within.

The Trustees review investment performance on an annual basis to ensure investment performance is satisfactory. In the current year, total investments returned a net loss (realised and unrealised) of £12,183, compared to a net gain of £67,254 last year.

## Structure, Governance and Management

**Governing document:** Thirtyone:eight is a registered charity and a Company limited by guarantee, without share capital. It is governed by its Trustees (the Directors). The governing document is its Memorandum and Articles of Association. These were updated in November 2019 to include the simplification of Trustees' terms of office, the ability for remote meetings and changes in language to reflect current terms.

The charity is registered with the Charity Commission in England and Wales, and the Scottish Charities Regulator.

**The Board of Trustees:** The Board consists of a maximum of 9 Trustees, dependent on recruitment of suitable candidates. New trustees are recruited as vacancies arise by following a safer recruitment process, which includes candidates being interviewed and references taken before being invited to participate in Board meetings before a final decision on appointment is reached by the full Board. Trustees' tenure is for a period of 3 years. Members can stand for re-election by the Board for a maximum of three terms.

The Board annually considers the mix of skills, knowledge and experience it needs to govern, lead and deliver the charity's purposes effectively. It endeavours to reflect this mix in its trustee appointments, balancing the need for continuity with the need to refresh the Board. Trustees receive an appropriately resourced induction when they join the Board. Trustees are given the opportunity to have ongoing learning and development. The full Board meet quarterly and, in addition, the Executive Committee, comprising the Chair and the Vice Chair and the Joint CEOs, meet four times.

Whilst it is acknowledged that the Board take ultimate responsibility for the activity of the charity, delegations are set to the 'lowest appropriate responsible person' to facilitate efficient and effective day to day running of the organisation. These are clearly set out in our Internal Controls Policy and Practice.

**Pay policy for key management:** The key management for the charity comprises the Trustees and the Joint Chief Executives. Remuneration and benefits are determined based on performance and periodic peer sector benchmarking. In the case of the Chief Executives, this power is delegated to the Trustees, and for other management personnel, pay and benefits are determined by the Chief Executives, subject to an overall budget and framework agreed by Trustees.

## Current Risk Management

As with all organisations, there will be potential risk areas. We have a detailed risk management framework (modelled on the Charity Commission Charities and Risk guidance) that is reviewed at each board meeting and senior team meetings to ensure we know what our risk areas are and, more importantly, how we mitigate against such risk. In addition we have established an Audit and Risk Committee to specifically take a deeper look into specific risk as well as take an overview of risk which reports into the Board.

IT and data security remain a key potential risk which is taken seriously and detailed analysis and reporting is conducted regularly to ensure we are doing all we can to mitigate against any risk.

Our staff take risk seriously in all areas of our work, which works effectively towards identifying and managing risk well on a day-to-day basis. We have a 'no-blame' culture which gives confidence to staff and volunteers to be able to report any concerns or potential risks they see.

## Administrative details

<b>Registered charity name:</b>	Thirtyone:eight (formerly Churches' Child Protection Advisory Service).
<b>Charity registration number:</b>	1004490 (England and Wales) SC040578 (Scotland).
<b>Company registration number:</b>	02646487
<b>Principal and Registered office:</b>	2 Rosedale Nursery Offices, College Road, Hextable, Kent, BR8 7LT.

### Trustees

Peter Wharrad (Chair)

Judith Davey-Cole (Vice Chair)

Kathleen Marie Hallisey (Safeguarding Lead)

Nicholas Donaldson (Resigned 23.06.25)

Paul Anthony Eeles (Resigned 11.04.25)

Philip Verity

Julia King

### Joint Chief Executives

Justin Humphreys (Safeguarding) Steve Ball (Operations)

### Auditor

Azets Audit Services, First Floor, River House, 1 Maidstone Road, Sidcup, Kent, DA14 5RH

### Investment Managers

Rathbones, 159 New Bond Street, London, W1S 2UD

### Bankers

Barclays Bank plc, 8 - 14 Darwen Street, Blackburn, BB2 2BZ

In accordance with the company's articles, a resolution proposing that Azets Audit Services be reappointed as auditor of the company will be put at a General Meeting.

## Trustees' responsibilities in relation to the financial statements

The Trustees as directors are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and regulation.

Company law requires the Trustees to prepare financial statements for each financial year. Under that law the Trustees have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charity and of the results of the charity for that period. In preparing these financial 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 charity will continue in business.

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 and enable them to ensure that the financial statements comply with Companies Act 2006 and the Charities Act 2011.

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.

### Disclosure of information to auditors

Each of the trustees has confirmed that there is no information of which they are aware which is relevant to the audit, but of which the auditor is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the auditors are aware of such information.

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies. Approved by order of the board of trustees on

**Date and signed on its behalf by:**



P Wharrad -Trustee  
13.10.25

# Report of the Independent Auditors to the Members of Thirtyone:eight

## Opinion

We have audited the financial statements of Thirtyone:eight (the 'charitable company') for the year ended 31 March 2025 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 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 2024 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.
- Have been prepared in accordance with the Charities SORP 2019.

## 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

In auditing the financial statements, we have concluded that the Trustees use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Trustees with respect to going concern are described in the relevant sections of this report.

## 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. The Trustees are responsible for the other information contained within the annual report. 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. 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 course of 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 this gives rise to a material misstatement in the financial statements themselves. 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.

## Report of the Independent Auditors to the Members of Thirtyone:eight (continued)

### **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 and the incorporated Strategic Report prepared for the purpose of company law for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Trustees' Report and the incorporated Strategic Report have been prepared in accordance with applicable legal requirements.

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

In the light of the 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 and the incorporated Strategic Report.

We have nothing to report in respect of the following matters where 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.
- 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' report and from the requirement to prepare a strategic report

### **Responsibilities of trustees**

As explained more fully in the Statement of Trustees' responsibilities set out on page 14, 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.

### **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). The description forms part of our auditor's report.

## Report of the Independent Auditors to the Members of Thirtyone:eight (continued)

### **Extent to which the audit was considered capable of detecting irregularities, including fraud**

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above and on the Financial Reporting Council's website, to detect material misstatements in respect of irregularities, including fraud.

We obtain and update our understanding of the entity, its activities, its control environment, and likely future developments, including in relation to the legal and regulatory framework applicable and how the entity is complying with that framework. Based on this understanding, we identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. This includes consideration of the risk of acts by the entity that were contrary to applicable laws and regulations, including fraud.

In response to the risk of irregularities and non-compliance with laws and regulations, including fraud, we designed procedures which included:

- Enquiry of management and those charged with governance around actual and potential litigation and claims as well as actual, suspected and alleged fraud;
- Reviewing minutes of meetings of those charged with governance;
- Assessing the extent of compliance with the laws and regulations considered to have a direct material effect on the financial statements or the operations of the company through enquiry and inspection;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations;
- Performing audit work over the recognition of grant income and the allocation of expenditure to funds
- Performing audit work over the risk of management bias and override of controls, including testing of journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for indicators of potential bias.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control

As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the charitable company's internal control.

## Report of the Independent Auditors to the Members of Thirtyone:eight (continued)

- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.

### **Extent to which the audit was considered capable of detecting irregularities, including fraud (continued)**

- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charitable company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the charitable company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation (ie. gives a true and fair view).

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

### **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.

*Azets Audit Services*

**Sarah Jennings FCA (Senior Statutory Auditor)**  
For and on behalf of Azets Audit Services

**28 October 2025**

**Statutory Auditor**

First Floor  
River House  
1 Maidstone Road  
Sidcup  
Kent  
DA14 5RH

Thirtyone:eight

Statement of Financial Activities  
(Incorporating an Income and Expenditure Account)  
for the Year Ended 31 March 2025

	Notes	Unrestricted £	Restricted £	Total 31.3.25 £	Total Unrestricted 31.3.24 £
<b>INCOME AND ENDOWMENTS FROM</b>					
Donations	2	14,360	24,220	38,580	24,509
Charitable activities	3	3,201,395	-	3,201,395	3,023,994
Other trading activities	4	14,990	-	14,990	8,427
Investment income	5	25,136	-	25,136	27,143
<b>Total</b>		<b>3,255,881</b>	<b>24,220</b>	<b>3,280,101</b>	<b>3,084,073</b>
<b>EXPENDITURE ON</b>					
Raising funds	6	11,102	-	11,102	7,329
<b>Charitable activities</b>					
Consultancy	6	393,576	6,257	399,833	377,997
Disclosures and helpline		2,315,876	9,956	2,325,832	2,256,225
Membership		271,604	-	271,604	267,657
Training		299,054	7,257	306,311	289,032
<b>Other trading activities</b>	6	<b>10,964</b>	<b>-</b>	<b>10,964</b>	<b>3,230</b>
<b>Total</b>		<b>3,302,176</b>	<b>23,470</b>	<b>3,325,646</b>	<b>3,201,470</b>
<b>Net income/(expenditure)</b>		<b>(46,295)</b>	<b>750</b>	<b>(45,545)</b>	<b>(117,397)</b>
<b>Other recognised gains</b>					
(Losses)/Gains on revaluation of investments	11	(12,183)	-	(12,183)	67,254
<b>Net movement in funds</b>		<b>(58,478)</b>	<b>750</b>	<b>(57,728)</b>	<b>(50,143)</b>
<b>RECONCILIATION OF FUNDS</b>					
Total funds brought forward		1,413,622	1,000	1,414,622	1,464,765
<b>TOTAL FUNDS CARRIED FORWARD</b>		<b>1,355,144</b>	<b>1,750</b>	<b>1,356,894</b>	<b>1,414,622</b>

All transactions are derived from continuing activities.

All recognised gains and losses are included in the Statement of Financial Activities.

Thirtyone:eight

Balance Sheet  
At 31 March 2025

	Notes	31.3.25 £	31.3.24 £
<b>FIXED ASSETS</b>			
Intangible assets	9	56,531	78,554
Tangible assets	10	15,625	18,742
Investments	11	<u>910,888</u>	<u>905,800</u>
		983,044	1,003,096
<b>CURRENT ASSETS</b>			
Debtors	12	323,980	268,870
Cash at bank		<u>292,323</u>	<u>341,469</u>
		616,303	610,339
<b>CREDITORS</b>			
Amounts falling due within one year	13	(242,453)	(198,813)
		<u>                    </u>	<u>                    </u>
<b>NET CURRENT ASSETS</b>		<u>373,850</u>	<u>411,526</u>
		<u>                    </u>	<u>                    </u>
<b>NET ASSETS</b>		<u>1,356,894</u>	<u>1,414,622</u>
<b>FUNDS</b>			
Unrestricted general funds		1,057,987	1,091,326
Designated funds	15	297,157	322,296
Restricted funds	16	<u>1,750</u>	<u>1,000</u>
<b>TOTAL FUNDS</b>		<u>1,356,894</u>	<u>1,414,622</u>

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial statements were approved by the Board of Trustees on 13.10.25 and were signed on its behalf by:



P Wharrad -Trustee  
Company Registration No. 1004490

Thirtyone:eight

Cash Flow Statement  
for the Year Ended 31 March 2025

	Notes	31.3.25 £	31.3.24 £
<b>Cash flows from operating activities:</b>			
Cash generated from operations	19	(43,693)	(138,205)
<b>Net cash flow from operating activities</b>		<b>(43,693)</b>	<b>(138,205)</b>
<b>Cash flows from investing activities:</b>			
Purchase of tangible fixed assets		(5,113)	(8,242)
Purchase of intangible fixed assets		(8,205)	-
Purchase of fixed asset investments		(212,235)	(69,753)
Sale of fixed asset investments		194,964	274,793
Interest received		<u>25,136</u>	<u>27,143</u>
<b>Net cash provided by investing activities</b>		<b><u>(5,453)</u></b>	<b><u>223,941</u></b>
<b>Change in cash and cash equivalents in the reporting period</b>		<b>(49,146)</b>	<b>85,736</b>
<b>Cash and cash equivalents at the beginning of the reporting period</b>		<b>341,469</b>	<b>255,733</b>
		_____	_____
<b>Cash and cash equivalents at the end of the reporting period</b>		<b>292,323</b>	<b>341,469</b>
		=====	=====

Notes to the Financial Statements  
for the Year Ended 31 March 2025

**1. ACCOUNTING POLICIES**

**1.1 Basis of preparing the financial statements**

Thirtyone:eight is a registered charitable company in England and Wales. 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 address of the registered office is given in the charity information on page 21 of these financial statements. The nature of the charity's operations and principal activities is the provision of education and resources primarily, but not exclusively, for safeguarding children, vulnerable adults and those affected by abuse.

The charity constitutes a public benefit entity as defined by FRS 102. 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 issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Accounting Practice.

The financial statements are prepared on a going concern basis under the historical cost convention, modified to include certain items at fair value. The financial statements are prepared in sterling which is the functional currency of the charity.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

**1.2 Fund accounting**

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

Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside for a specific purpose. Restricted funds are donations which the donor has specified are to be solely used for the particular areas of the charity's work. Further details of each fund as shown in note 17.

**1.3 Income**

All income is included in the Statement of Financial Activities (SoFA) when the charity is legally entitled to the income after any performance conditions have been met, the amount can be measured reliably and it is probable that the income will be received.

- Membership income is invoiced annually and is accounted for in the month that it is received.
- Training income is accounted for in the month it is receivable
- Consultancy income is accounted for in the month it is receivable
- Donations are recognised when they are received and any income tax recoverable in relation to donations received under gift aid is recognised at the time of the donation.
- Disclosure checks are billed the month after the disclosure check is completed

Notes to the Financial Statements (continued)  
for the Year Ended 31 March 2025

**1.4 Expenditure**

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably. It is categorised under the following headings:

- Costs of generating funds are those costs incurred in attracting voluntary income.
- Charitable expenditure comprises those costs incurred by the charitable company in the delivery of its activities and services for beneficiaries. It includes both costs allocated directly to such activities and those costs of an indirect nature necessary to support them.
- Support costs have been allocated on the basis of time, with the exception of general costs, which are allocated on a usage basis.
- Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charitable company.

Grants offered subject to conditions which have not been met at the year end date are noted as a commitment but not accrued as expenditure.

Irrecoverable VAT is charged as an expense against the activity for which expenditure arose.

**1.5 Allocation and apportionment of costs**

Support costs are those that assist the work of the charity but do not directly represent charitable activities and include office costs, governance costs, administrative payroll costs. They are incurred directly in support of expenditure on the objects of the charity and include project management carried out at Head Office. Where support costs cannot be directly attributed to particular headings they have been allocated to cost of raising funds and expenditure on charitable activities on a basis consistent with use of the resources for example, allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by their usage. See note 6.

**1.6 Intangible fixed assets**

Intangible fixed assets relates to the capitalisation of the CRM database and website development costs. Amortisation is provided at 20% straight line in order to write off each asset over its estimated useful life.

**1.7 Tangible fixed assets**

Tangible fixed assets are stated at cost or valuation less accumulated depreciation and accumulated impairment losses. Cost includes costs directly attributable to making the asset capable of operating as intended. Fixed assets below £500 are not capitalised.

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Fixtures and fittings	- 25% straight line
Motor vehicles	- 25% straight line

Notes to the Financial Statements (continued)  
for the Year Ended 31 March 2025

**1.8 Fixed Asset Investments**

Investments are recognised initially at fair value which is normally the transaction price excluding transaction costs. Subsequently, they are measured at fair value with changes recognised in 'net gains / (losses) on investments' in the SoFA if the shares are publicly traded or their fair value can otherwise be measured reliably. Other investments are measured at cost less impairment.

**1.9 Debtors**

Trade and other debtors are recognised at the amount due less any provision for bad or doubtful debts.

**1.10 Creditors**

Creditors 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 are recognised at their settlement amounts.

**1.11 Hire purchase and leasing commitments**

Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight line basis over the period of the lease.

**1.12 Pension costs and other post-retirement benefits**

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

**1.13 Going Concern**

The trustees have assessed the financial position of the charity, the assumptions made in the preparation of its budgets and the financial risks it faces. A thorough review of the Reserves Policy has been undertaken in the year, and based on this and the level of unrestricted reserves held the trustees conclude that it is appropriate to prepare the financial statements on a going concern basis.

The performance continues to show steady improvement on our recent financial years which confirms the assessment above

These considerations lead us to conclude that the charity will comfortably continue as a going concern for at least 12 months.

**1.14 Taxation**

The charity is an exempt charity within the meaning of schedule 3 of the Charities Act 2011 and is considered to pass the tests set out in Paragraph 1 Schedule 6 Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes.

Notes to the Financial Statements (continued)  
for the Year Ended 31 March 2025

**1.15 Judgement and key sources of estimation uncertainty**

Accounting estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. The Foundation makes estimates and assumptions concerning the future. The resulting accounting estimates and assumptions will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below.

*Useful economic lives of intangible and tangible assets*

The annual amortisation/depreciation charge for tangible assets is sensitive to changes in the estimated useful economic lives and residual values of the assets. The useful economic lives and residual values are reassessed annually. They are amended when necessary to reflect current estimates, based on technological advancement, future investments, economic utilisation and the physical condition of the assets. See notes 10 and 11 for the carrying amount of the website development and software and property plant and equipment, and notes 1.6 and 1.7 for the useful economic lives for each class of assets.

**1.16 Government grants**

Government grants are recognised at the fair value of the asset received or receivable when there is reasonable assurance that the grant conditions will be met and the grants will be received.

A grant that specifies performance conditions is recognised in income when the performance conditions are met. Where a grant does not specify performance conditions it is recognised in income when the proceeds are received or receivable. A grant received before the recognition criteria are satisfied is recognised as a liability.

**2. DONATIONS**

	Unrestricted	Restricted	31.3.25	31.3.24
	£	£	£	£
Donations	9,372	24,220	33,592	19,975
Gift aid	4,988	-	4,988	4,534
	<u>14,360</u>	<u>24,220</u>	<u>38,580</u>	<u>24,509</u>

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Notes to the Financial Statements (continued)  
for the Year Ended 31 March 2025

**3. INCOME FROM CHARITABLE ACTIVITIES**

	31.3.25	31.3.24
	£	£
Consultancy	283,890	287,513
Disclosures and helpline	1,578,608	1,437,622
Membership	982,331	930,635
Training	351,226	363,446
Other	<u>5,340</u>	<u>4,778</u>
	<u><u>3,201,395</u></u>	<u><u>3,023,994</u></u>

**4. OTHER TRADING ACTIVITIES**

	31.3.25	31.3.24
	£	£
Merchandise	<u>14,990</u>	<u>8,427</u>

**5. INVESTMENT INCOME**

	31.3.25	31.3.24
	£	£
Income from listed investments	24,002	26,832
Deposit account interest	<u>1,134</u>	<u>311</u>
	<u><u>25,136</u></u>	<u><u>27,143</u></u>

**6. EXPENDITURE ON CHARITABLE ACTIVITIES**

	Staff costs	Direct costs	Support costs	Total 31.03.25	Total 31.03.24
	£	£	£	£	£
<b>Raising funds</b>					
Investment manager fees	-	7,163	-	7,163	7,329
Fundraiser fees	-	3,939	-	3,939	-
	<u>-</u>	<u>11,102</u>	<u>-</u>	<u>11,102</u>	<u>7,329</u>
<b>Charitable expenditure</b>					
Consultancy	279,653	78,451	41,729	399,833	377,997
Disclosures and helpline	1,127,144	963,507	235,181	2,325,832	2,256,225
Membership	124,490	1,734	145,380	271,604	267,657
Training	182,339	70,722	53,250	306,311	289,032
	<u>1,713,626</u>	<u>1,114,414</u>	<u>475,540</u>	<u>3,303,580</u>	<u>3,190,911</u>
<b>Other trading activities</b>					
Merchandise	<u>-</u>	<u>8,734</u>	<u>2,230</u>	<u>10,964</u>	<u>3,230</u>
<b>Total for 31.3.2025</b>	<u><u>1,713,626</u></u>	<u><u>1,134,250</u></u>	<u><u>477,770</u></u>	<u><u>3,325,646</u></u>	<u><u>3,201,470</u></u>
Total for 31.3.2024	<u>1,591,362</u>	<u>1,104,463</u>	<u>505,645</u>	<u>3,201,470</u>	

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Notes to the Financial Statements (continued)  
for the Year Ended 31 March 2025

**6A. SUPPORT COSTS**

	31.3.2025	31.3.2024
	£	£
Included in Support costs are the following Governance costs:		
Auditor's remuneration	8,130	8,130
Auditor's remuneration – previous years	1,172	1,034
Auditor's remuneration – non audit services	1,500	1,500
Professional fees	11,221	14,320
Other	145	3,434
	<u>22,168</u>	<u>28,418</u>

Thirtyone:eight

Notes to the Financial Statements (continued)  
for the Year Ended 31 March 2025

**7. NET EXPENDITURE FOR THE YEAR**

This is stated after charging:

	31.3.25	31.3.24
	£	£
Depreciation - owned assets	8,230	7,980
Amortisation	30,228	29,986
Auditors' remuneration	9,630	10,644
Other operating leases	<u>90,872</u>	<u>90,657</u>
	31.3.25	31.3.24
	£	£
Wages and salaries	1,471,185	1,385,312
Social security costs	134,847	127,060
Other pension costs	75,530	69,893
Health care	11,722	8,607
Staff support fund cost	919	490
Redundancy	<u>19,423</u>	<u>-</u>
	<u>1,713,626</u>	<u>1,591,362</u>

The average monthly number of employees, by headcount, during the year was as follows:

	31.3.25	31.3.24
Consultancy	8	7
Disclosures and helpline	15	15
Training	7	4
Support	<u>17</u>	<u>18</u>
	<u>47</u>	<u>44</u>

The number of employees who received emoluments in excess of £60,000 was as follows:

	31.3.25	31.3.24
£60,001 - £70,000	0	1
£70,001 - £80,000	2	1

The total amount of employee benefits received by the key management personnel is £149,572 (2024 - £139,696).

Thirtyone:eight

Notes to the Financial Statements (continued)  
for the Year Ended 31 March 2025

**8. TRUSTEES' REMUNERATION AND REIMBURSED EXPENSES**

The following transactions took place in the year:

No Trustees received remuneration during the year (2024 - none). Three Trustees received reimbursement of expenses during the year amounting to £364 (2024 - £162) for travel, subsistence and accommodation.

Trustees indemnity insurance was taken out during the year but as part of a larger combined policy and the cost relating to this policy is not separately identifiable.

**9. INTANGIBLE FIXED ASSET**

	Software & Website Development £
<b>COST</b>	
At 1 April 2024	286,675
Additions	8,205
	-----
At 31 March 2025	294,880
	-----
<b>AMORTISATION</b>	
At 1 April 2024	208,121
Charge for year	30,228
	-----
At 31 March 2025	238,349
	-----
<b>NET BOOK VALUE</b>	
At 31 March 2025	56,531
	-----
At 31 March 2024	78,554
	=====

Thirtyone:eight

Notes to the Financial Statements (continued)  
for the Year Ended 31 March 2025

**10. TANGIBLE FIXED ASSETS**

	Fixtures and fittings	Motor vehicles	Total
	£	£	£
<b>COST</b>			
At 1 April 2024	161,507	33,160	194,667
Additions	5,113	-	5,113
At 31 March 2025	<u>166,620</u>	<u>33,160</u>	<u>199,780</u>
<b>DEPRECIATION</b>			
At 1 April 2024	142,765	33,160	175,925
Charge for year	8,230	-	8,230
At 31 March 2024	<u>150,995</u>	<u>33,160</u>	<u>184,155</u>
<b>NET BOOK VALUE</b>			
At 31 March 2025	<u>15,625</u>	-	<u>15,625</u>
At 31 March 2024	<u>18,742</u>	-	<u>18,742</u>

Thirtyone:eight

Notes to the Financial Statements (continued)  
for the Year Ended 31 March 2025

**11. FIXED ASSET INVESTMENTS**

	Cash	Listed	2025	2024
		Investments	Total	Total
	£	£	£	£
At 1 April 2024	9,917	895,883	905,800	1,043,586
Additions	-	200,560	200,560	158,239
Disposals at proceeds	-	(194,964)	(194,964)	(274,793)
Movement in cash balance	11,675	-	11,675	(88,486)
Revaluations	-	(12,183)	(12,183)	67,254
	<u>21,592</u>	<u>889,296</u>	<u>910,888</u>	<u>905,800</u>
Historical cost		<u>842,338</u>		<u>813,865</u>
			31.3.25	31.3.24
			£	£
Fixed interest			115,041	84,990
Equities			224,830	248,682
Overseas Equities			446,487	449,559
Alternatives			102,938	112,652
Cash			21,592	9,917
			<u>910,888</u>	<u>905,800</u>

Thirtyone:eight

Notes to the Financial Statements (continued)  
for the Year Ended 31 March 2025

**12. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	31.3.25	31.3.24
	£	£
Trade debtors	239,940	185,384
Prepayments and accrued income	<u>84,040</u>	<u>83,486</u>
	<u>323,980</u>	<u>268,870</u>

**13. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	31.3.25	31.3.24
	£	£
Trade creditors	122,387	113,067
Other taxes and social security	57,024	49,173
Other creditors	13,827	13,528
Accruals	<u>49,215</u>	<u>23,045</u>
	<u>242,453</u>	<u>198,813</u>

Thirtyone:eight

Notes to the Financial Statements (continued)  
for the Year Ended 31 March 202

**14. DEFINED CONTRIBUTION PENSION SCHEME**

The charity operates a defined contribution pension scheme. The pension cost charge for the period represents contributions payable by the charity to the scheme and amounted to £75,530 (2024 - £69,893).

At 31 March 2025 there were unpaid contributions amounting to £13,827 (2024 - £11,728).

**15. DESIGNATED FUNDS**

<b>Current year</b>	<b>At 1.4.24</b>	<b>New</b>	<b>Designation</b>	<b>At 31.3.25</b>
	<b>£</b>	<b>designation</b>	<b>released</b>	<b>£</b>
		<b>£</b>	<b>£</b>	
<b>Designated fund</b>				
Fixed assets	97,296	-	(25,139)	72,157
Strategic projects	225,000	-	-	225,000
	<u>322,296</u>	<u>-</u>	<u>(25,139)</u>	<u>297,157</u>

The fixed asset fund relates to funds held in intangible and tangible fixed assets, that are not available for charitable expenditure.

The Capital Projects fund has been renamed to Strategic projects fund to allow for non-capital expenditure related projects to be included. In the current year, the fund relates to development projects likely to arise in the next three years.

**DESIGNATED FUNDS**

<b>Prior year</b>	<b>At 1.4.23</b>	<b>New</b>	<b>Designation</b>	<b>At 31.3.24</b>
	<b>£</b>	<b>designation</b>	<b>released</b>	<b>£</b>
		<b>£</b>	<b>£</b>	
<b>Designated fund</b>				
Fixed assets	127,020	-	(29,724)	97,296
Capital projects	-	225,000	-	225,000
	<u>127,020</u>	<u>225,000</u>	<u>(29,724)</u>	<u>322,296</u>

Capital projects fund relates to the upgrade of the charity's CRM Database and the development of two specific areas of service provision.

Thirtyone:eight

Notes to the Financial Statements (continued)  
for the Year Ended 31 March 2025

**16. RESTRICTED FUNDS**

	At 1.4.24	Income	Expenditure	At 31.3.25
	£	£	£	£
Safeguarding helpline	-	3,700	(3,700)	-
BSL Interpreters	1,000	-	(1,000)	-
Research project	-	20,520	(18,770)	1,750
	<u>1,000</u>	<u>24,220</u>	<u>(23,470)</u>	<u>1,750</u>

	At 1.4.23	Income	Expenditure	At 31.3.24
	£	£	£	£
Safeguarding helpline	-	5,500	5,500	-
BSL Interpreters	-	1,000	-	1,000
Research assistant	1,800	4,881	6,681	-
	<u>1,800</u>	<u>11,381</u>	<u>12,181</u>	<u>1,000</u>

**Safeguarding helpline**

Funding to allow us to continue to continue running our safeguard helpline.

**BSL Interpreters**

Funding to provide British Sign Language (BSL) courses.

**Research assistant**

Funding from University of Kent to fund a new research assistant.

**Research project**

Funding from University of Kent to fund a research project leading to the development of publications and training resources for professional practitioners and people with responsibility for safeguarding in religious organisations.

Thirtyone:eight

Notes to the Financial Statements (continued)  
for the Year Ended 31 March 2025

**17. ANALYSIS OF NET ASSETS BETWEEN FUNDS**

<b>Current Year</b>	Unrestricted funds	Designated funds	Restricted funds	Total
	£	£	£	£
Fixed assets	910,888	72,156	-	983,044
Cash and current investments	65,573	225,000	1,750	292,323
Other current assets	323,980	-	-	323,980
Creditors more within one year	(242,453)	-	-	(242,453)
Total	1,057,988	297,156	1,750	1,356,894

<b>Previous year</b>	Unrestricted funds	Designated funds	Restricted funds	Total
	£	£	£	£
Fixed assets	905,800	97,296	-	1,003,096
Cash and current investments	113,669	225,000	2,800	341,469
Other current assets	268,870	-	-	268,870
Creditors more within one year	(197,013)	-	(1,800)	(198,813)
Total	1,091,326	322,296	1,000	1,414,622

**18. MEMBERS' LIABILITY**

The charity is a private company limited by guarantee and consequently does not have share capital. Each of the members is liable to contribute an amount not exceeding £1 towards the assets of the charity in the event of liquidation.

Thirtyone:eight

Notes to the Financial Statements (continued)  
for the Year Ended 31 March 2025

**19. RECONCILIATION OF NET INCOME/(EXPENDITURE) TO NET CASH FLOW FROM OPERATING ACTIVITIES**

	31.3.25	31.3.24
	£	£
<b>Net expenditure for the reporting period (as per the statement of financial activities)</b>	(45,545)	(117,397)
<b>Adjustments for:</b>		
Depreciation charges	8,230	7,980
Amortisation	30,228	29,986
Investment income	(25,136)	(27,143)
Decrease/(increase) in debtors	(55,110)	2,185
(Decrease)/increase in creditors	<u>43,640</u>	<u>(33,816)</u>
<b>Net cash provided by used in operating activities</b>	<u>(43,693)</u>	<u>(138,205)</u>

**20. LEASING AGREEMENTS**

Minimum lease payments under non-cancellable operating leases fall due as follows:

	31.3.25	31.3.24
	£	£
<b>Land and buildings</b>		
Within one year	57,083	83,447
Between one and five years	117,044	147,607
In more than five years	<u>3,778</u>	<u>30,298</u>
	<u>177,905</u>	<u>261,352</u>

**21. RELATED PARTY DISCLOSURES**

During the year, remuneration of £77,039 (2024: £71,633) was paid to the spouses of key management personnel as part of their employment with the Trust.

Judith Davey-Cole, a Trustee, is also the CEO of The Girls' Brigade England and Wales. During the year, Thirtyone:eight sold services worth £1,473 (2024: £nil) to the Charity.

**22. CAPITAL COMMITMENTS**

	31.3.25	31.3.24
	£	£
Expenditure contracted for but not provided in the accounts	<u>-</u>	<u>-</u>

**Thirtyone:eight**

England & Wales - Charity number 1004490

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# Accounts

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Creating safer places. Together.

## Annual Report 2023-2024

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“Thirtyone: eight has really become the go-to in the Christian sector when it comes to safeguarding. We began hearing about your brilliant work from so many other organisations that it was hard to ignore!”

– Kate Sharma, Cinnamon Network

## A Message from our Chair

I'm pleased to present the annual report for Thirtyone:eight, highlighting our significant efforts in working towards a world where every child and adult can feel, and be, safe.

This year we were featured in the Influence 100 List, ranking in the top 100 most influential membership organisations in the UK. This recognition reflects the charity's 45-year track record of equipping, empowering and encouraging our 6000+ member organisations to promote healthy safeguarding practices.

It was a seminal year for our advocacy work. On the 23<sup>rd</sup> of May, the Government released its response to the Independent Inquiry into Childhood Sexual Abuse (IICSA). We were disappointed with the response and will continue to encourage change through our public policy work, which this year included the release of our first-ever Manifesto: Together we can - a manifesto for a safer society for all.

I've been encouraged that some of our key projects are helping people to find their voice and speak up for justice. Our Roarry resources are making a real impact. Increasingly, we're hearing of children who, thanks to their Roarry sessions, have identified when something isn't right and have spoken up. Our new Safeguarding Standards Award is helping organisations to shout about their safeguarding efforts, giving confidence to those they work with. And this year's Safeguarding Sunday campaign saw a huge 33% increase in participants, with over 4,000 churches involved. This is an excellent campaign designed to raise awareness and empower church communities to understand and talk about the importance of safeguarding and safer environments for all.

The safeguarding helpline has seen a significant increase in calls. Our dedicated team of specialists have worked hard to meet demand, which has been rewarded with receiving the Helpline's Partnership Award for a second three-year period (until 2026). This award was also given to our fantastic disclosures helpline team who have processed over 81,000 checks this year.

Our training team have developed a number of new training products and continue to see a year-on-year increase in delegate numbers. We trained over 11,000 delegates through our CPD accredited e-learning, webinars and live events this year. We have further plans to develop this service to meet demand in the years head.

I extend my thanks to our members, staff (employed and self-employed), volunteers and trustees for their continued dedication and support. I remain full of hope that together, we can and have made a tangible difference in safeguarding, and in creating safer places for all.

## A Message from our CEOs

As a charity we remain convicted and compelled by our Christian faith, which calls us to 'speak out on behalf of the voiceless, and for the rights of all who are vulnerable' as it says in Proverbs 31:8.

At Thirtyone:eight we use our voice and our influence to speak up about the injustice of abuse and the need for public and private change so that vulnerable people can be better protected from abuse. In the past year, we have seen too many people in positions of trust abuse their power and cause harm to individuals, institutions and communities. We have worked harder than ever to equip, empower and encourage our members to know how to respond and create places that protect children, young people and adults at risk.

We continue to hold to the belief that Christians have a significant voice in the public space. Encouraging that voice has become an important part of our work, which is why this year saw the release of our first-ever manifesto: **Together we can - a manifesto for a safer society for all**. The manifesto sets out the key opportunities for the governments of the 4-nations of the UK to improve policy, legislation and guidance to offer greater protection from harm and abuse to all children and adults.

We also launched our **Safeguarding Standards Award** a first-of-its-kind accreditation scheme for safeguarding that enables UK-based churches, charities and organisations to independently verify and evidence their commitment to creating safer places for all. The award creates an opportunity for others to shout about their safeguarding efforts and increases public confidence in their achievements.

Also, this year Justin released his third book, '**Safeguarding as Mission**'. The book examines three encounters Jesus had with different people, helping the reader to re-frame and recognise safeguarding *as* mission, as opposed to safeguarding *in* mission.

In addition, this year we officially became a **Real Living Wage employer** and reimagined our total reward package with many benefits for our dedicated staff team.

We're thankful to all our members who help to create safer places for all across the UK and further afield. We're also grateful for our hard-working and dedicated trustees, volunteers and staff who help to create safer places, whether directly or behind the scenes. All of you help us raise safeguarding standards so that people at risk from abuse can feel, and be safe, wherever they are. Thank you for helping us create safer places for all.

## Future Plans

Our longer-term plans continue to be governed and developed in line with our current organisational strategy, which takes us to the end of 2024. We have achieved some significant advances already, both internally (making us an even better place to work and our systems more efficient) and externally (ensuring our services are appropriate and easy to access).

Much work has been done on accessibility which can be seen through our training offering and we now approach updates and new services with 'accessibility by design' at the forefront of our minds. The launch of Digital ID Checks (as part of our DBS processing system), increased member engagement and identifying emerging areas for safeguarding support are also some highlights from this past year.

Whilst we continue to work through the current plan, work has been done on our longer-term three to five year and beyond strategy which sets our direction through to the end of the 2020s.

Our strategy must be in alignment with and try to bring into reality our vision of a world where every child and adult can feel, and be, safe.

- In order to reach the 'world' in our vision, we need to consider our **GEOGRAPHICAL REACH**.
- In order to reach the 'every' in our vision, we need to consider **NEW AUDIENCES**.
- In order to bring others together to help fulfil our vision, we need to have **GREATER INFLUENCE**.

Our **Geographical Reach** is broadening and focuses us on ensuring our services are applicable to the ever-increasing differences and devolution across the four UK nations. In addition, we continue to work with other organisations across the world – recognising the great need and that we are not expert in every international setting, we are excited to be a founding, catalyst member of a new global safeguarding children network that should hopefully emerge fully in 2025 to strengthen contextually-sensitive approaches to safeguarding children.

There are many **New Audiences** that we can provide support to, empowering many more people to speak up for themselves and others. Our Roarry resources have already made quite an impression on hundreds of children which will continue to be developed to increase the impact of them. We are already seeing a steady increase in charities (often linked to a church) using our services, which brings additional complexity to the contextualisation of safeguarding, which we will explore. All this with accessibility at the front of our minds.

**Greater Influence** comes with ensuring we continue to be a voice at parliaments throughout the UK as the secretariat to the All-Party Parliamentary Group on Safeguarding in Faith Communities in Westminster and as members of Cross-Party Groups in the devolved administrations. The publication of our manifesto will direct our activities over the years to come – and all while ensuring the voice of victims, survivors and those with lived experience are incorporated into everything we do. The next few years will likely be challenging, but incredibly rewarding as together we work towards a world where every child and adult can feel, and be, safe.

## A Trusted Partner – The Cinnamon Network

**Many local churches and community groups want to make a positive impact in their communities, and respond practically to the needs they see around them. However, they don't always know where to start. While addressing these challenges starts with passion and dedication, setting up a project, making it sustainable and even replicating it requires specialist support.**

The Cinnamon Network is a charity providing churches with a range of support and resources to help them get their social action projects set up and running effectively. They work with churches right at the heart of their communities, helping fledging projects to grow and replicate.

The charity currently offers coaching, teaching and support to hundreds of churches. They also facilitate the development of partnerships and networks where there are common causes. Their Incubator project alone supports 53 projects, that have gone on to replicate in 1,000 locations across the UK, supported by 24,000 volunteers. But perhaps most importantly these projects have reached out and helped 160,000 individual beneficiaries. People are at the heart of what Cinnamon Network do and safeguarding is a priority! We spoke to Kate Sharma from Cinnamon Network about their Thirtyone:eight membership and how it's impacted their work.

### **Tell us what safeguarding looked like in your organisation before you became a member with Thirtyone:eight?**

Before working with Thirtyone:eight, we really didn't have a benchmark to measure what 'good' looked like in terms of safeguarding. The team have helped us to understand what we need to be aiming for in our own organisation and in those that we are partnering with.

### **How did you hear about Thirtyone:eight?**

Thirtyone:eight has really become the go-to in the Christian sector when it comes to safeguarding. We began hearing about your brilliant work from so many other organisations that it was hard to ignore!

### **What membership benefits or services do you use most frequently, and why?**

Thirtyone:eight's template policies really helped us set everything up so fast. Your guidelines and insight have also helped us to share what we do with our teams and the wider network we work with.

### **How has your membership impacted your organisation?**

Here at Cinnamon, we work with hundreds of churches and Christian charities. We're not ashamed to say that we deliver brilliant training in areas such as missional listening, volunteer training and project development. However, we know we are not experts in safeguarding. So, it's brilliant to be able to direct those we work with to Thirtyone:eight. When it comes to safeguarding, we can't get complacent. We need to keep our skills sharp, to be aware of the latest legislation, to understand what good really looks like – and you make it really easy. In a sense, Thirtyone:eight is like that faithful friend who you might not speak to in ages, but you can rely on when you need them.

### **Do you have a favourite member's benefit?**

Katy, one of Thirtyone:eight's Safeguarding Advisors, led a webinar for some of the churches we work with and was just awesome! Thirtyone:eight understand the unique context in which churches operate and that's so important. She helped us understand how to develop a culture of safeguarding within a church setting that is empowering and liberating. People went away genuinely excited about how safeguarding could change their church and community work for the better.

### **What would you say to people who aren't sure if they should become a member?**

Safeguarding is everyone's business – whether you are a front-line project worker, a volunteer in an organisation or just someone who is working in an admin team. If we want to see a world where everyone is protected and supported, we need to take this seriously. Thirtyone:eight recognise that different organisations need different levels of support and they'll help you get what you need. Dare I say it – they even make it exciting, which helps no-end when you are encouraging others in your team to step up.

## Membership Highlights

### Key Developments

- Increased membership to 6,545 members.
- Re-featured in the Influence 100 list, we were ranked as one of the UK's most influential membership organisations.
- Reviewed and improved member experience processes, putting the members at the heart of each process and ensuring benefits they can access are much clearer.
- New members-only webinars and clinics
- New re-designed members-only e-news, now segmented from our main mailing list.

### Event Highlights

The membership team attended a number of events and conferences, including:

- Spring Harvest
- Elim Leaders Conference
- Assemblies of God Annual Conference
- Christian Resources Exhibition
- Hand-in-Hand Children's workers conference

"Our 23 year partnership with Thirtyone:eight provides us with safeguarding professionals who understand the context of our event and therefore the short window of opportunity we have to address safeguarding situations before our event comes to a close. Their expert training and 24/7 advice help us to navigate safeguarding situations; from concerns raised about a child in our care, to adults who disclose that they are caught in an abusive relationship, and everything in between. Partnering with Thirtyone:eight equips us to help those most at risk of harm to find positive transformation in their lives." – Phil Loose, Spring Harvest

"We have really appreciated Thirtyone:eight's high quality advice and services. It's made a big difference to our charity to have them at the end of the phone or email. Thank you so much."

## Training Highlights

### Key Activities

- Trained 11,220 workers.
- Developed a new Quality Assurance process meaning we are more confident in both the accuracy of our training products and the ability to deliver value to our delegates.
- Delivered a hybrid BSL event
- Launched peer reflection sessions for Safeguarding Leads

### Training Course Development

- Re-wrote Safeguarding for Children with 4-nation focus
- Re-wrote Safer recruitment
- Re-wrote Trustees training

"Yes, I would definitely recommend the training, even if it's just to put your mind at rest around the Spiritual Abuse furore in the media right now. I thought that trying to do both sessions in one day would be overwhelming, but it wasn't, it was a lot of information but so well packaged and delivered that it was very manageable and far better than trying to find 2 separate Saturdays for people to join. Because we were a team doing the training together it was far easier to discuss issues and challenges that were pertinent to us, it meant that everybody stayed engaged for the duration of the webinar. Totally recommend." – **Restore, training delegates**

## Public Policy & Research Highlights

### Key Activities

- Development of the first Thirtyone:eight Manifesto.
- Engagement with various UK governments via 5 consultations: **Working Together to Safeguard Children** (England); **Ending Violence against Women and Girls Strategic Framework and Action Plan** (NI); **Review of list of Specified Offences** (AccessNI, DoJ NI); **Information Sharing Advice for Safeguarding Practitioners** (England); **Mandatory Reporting of Child Sexual Abuse: Call for Evidence** (England and Wales). These were completed on a cross-departmental basis, enabling us to harness specific expertise across the organisation and increases our profile with relevant government departments.
- Released statement on the Government's response to IICSA on 23<sup>rd</sup> May.
- Appealed to the **Northern Ireland Assembly to repeal Section 12, Justice (Sexual Offences and Human Trafficking) Act (Northern Ireland) 2022**

### Key Research Involvement

- Abuse in religious contexts with University of Kent

### All Party Parliamentary Group for Safeguarding in Faith Contexts

- The APPG met 4 times this year. With contributions from a range of speakers, including Jonathan West from Mandate Now, Della Wright & Emily Konstantas from Safeguarding Alliance and Alexis Jay CBE.
- In November the APPG reached it's 5 year anniversary, and AGM.

## Safeguarding Highlights

### Key Activities

- Worked with nearly 12,000 organisations.
- Helpline numbers significantly increased from last year with 8,152 calls.
- Development of the Safeguarding Standards Award, including a highly successful pilot with 6 organisations.
- Continued work with the Welsh Christian Forum and Wales Council of Voluntary Associates.
- We were re-awarded the Helpline Standard Award

“We are really proud to have completed and achieved this award. It has made us even more proud of the fact that for every person who comes into our centres, we know that we are a safe place and that we have policies and procedures in place to be able to protect all. I would highly recommend this to any organisation. It is an exercise that helps you immensely and you come away with the knowledge that you have addressed every aspect of safeguarding to make sure you have good policies and procedures in place. It also gives you external validation and assurance that your safeguarding practices are effective.” **NAYC, Award Recipient**

“Always very impressed with your advice and guidance.”

## Disclosures Highlights

### Key Activities

- 81,239 enhanced, standard and basic DBS checks processed.
- Delivered a members-only webinar on summer camps and residential.
- We delivered a members-only DBS workshop.
- We were re-awarded the Helpline Standard Award

“DBS management has been very straightforward. Practical advice and support are on hand whenever we need it.”

### Communications Highlights

#### Roarry – raise your roar!

Developed ‘Raise Your Roar’ with Roarry with new resources. Roarry was in attendance at events such as Spring Harvest and Rochester Cathedral raising awareness of the need to speak to children, and the resources we have to equip them.

#### Safeguarding Sunday

Development and launch of Safeguarding Sunday 2023. Safeguarding Sunday is a campaign that seeks to celebrate and raise awareness of safeguarding in churches. This year even bigger than before with over 4,000 churches involved.

*“There are many challenges but my faith and the belief that this is the role God wants for me supports and sustains me. After all, what could be more important than the safety and welfare of children and vulnerable adults? What is more important to God than our churches being places of safety and refuge? Only then can we truly be free to follow Him.”* - Safeguarding Sunday participant

#### Comms, Content and Social Media Strategy Development

Development and implementation of a new comms and content strategy in order to offer more valuable and relevant content to our members, and encourage membership recruitment.

#### Together Magazine

Two issues of member's magazine were published in Spring and Autumn, with key articles from the Trussell Trust, Restored and Dr Rebekah Eglinton, plus stories from victims and survivors.

### Financial Information

As at 31 March 2024 unrestricted funds amounted to £1,091,326 (2023: £1,335,945). Restricted funds amounted to £1,000 (2023: £1,800) and designated funds amounted to £322,296 (2023: £127,020).

Year on year our income has increased by £182,191. This increase has come from across all our charitable activities but in particular was driven by an increase in DBS check volumes. Our expenditure increased by £210,749. It is worth noting that when our DBS income increases, so do our corresponding direct costs due to the statutory DBS check charges. Another significant contributor to the increased expenditure was staff costs

as we employed more people and increased staff wages due to the cost-of-living situation. This gave us a net performance of £(28,555) before investments losses/gains.

We saw net gains on the revaluation of our investments of £67,254 giving us a total net movement in funds of £(50,143) Our fixed assets are valued at £1,003,096. £97,296 is tangible and intangible assets so not readily available to support any deficit we see. £905,800 is in investments and is used to generate income for us.

### Reserves policy

Total unrestricted reserves at 31 March 2024 were £1,413,622 (2023: £1,462,965) comprising:

- Fixed assets fund £97,296 (2023: £127,020)
- Capital projects fund £225,000 (2023: £nil)
- Free reserves (see below) £1,091,326 (2023: £1,335,945)

Our reserves policy focuses on free reserves as these are the reserves held at the discretion of the trustees.

The reserves policy range has been built up based on ensuring the financial stability of the charity and ensuring that the charity can meet both its ongoing commitments and its strategic plans. In calculating the required level of reserves, the trustees consider the risk of income shortfalls, the potential for budget shortfalls, and other broader risks that could impact the charity.

The current free reserves policy range approved by the board of trustees is £750,000 - £850,000, which is reviewed each year to take account of both internal and external factors. The free reserves at 31 March 2024 of £1,091,326 are higher than the Board's targeted range. As the charity is undertaking a new strategic review, the excess reserves will be considered by the Board as part of that process.

During the year the trustees have increased the required level of reserves in the year to designate reserves for specific capital projects including the upgrade of the charity's CRM database and the development of two specific areas of service provision.

The reserves policy is kept under regular review and target levels are adjusted as assessments of risk and other factors develop or change.

### Investment policy

Investment Management is delegated to a specialist investment management firm to undertake the day-to-day management of the investment portfolio on behalf of the Trustees. The Investment Policy sets out the parameters, controls and responsibilities for the Investment Manager to operate within.

The Trustees review investment performance on an annual basis to ensure investment performance is satisfactory. In the current year, total investments returned a net gain (realised and unrealised) of £67,254, compared to a net loss of £60,086 last year, as markets continued to recover from political instability and inflationary pressures.

## Structure, Governance and Management

**Governing document:** Thirtyone:eight is a registered charity and a Company limited by guarantee, without share capital. It is governed by its Trustees (the Directors). The governing document is its Memorandum and Articles of Association. These were updated in November 2019 to include the simplification of Trustees' terms of office, the ability for remote meetings and changes in language to reflect current terms.

The charity is registered with the Charity Commission in England and Wales, and the Scottish Charities Regulator.

**The Board of Trustees:** The Board consists of a maximum of 9 Trustees, dependent on recruitment of suitable candidates. New trustees are recruited as vacancies arise by following a safer recruitment process, which includes candidates being interviewed and references taken before being invited to participate in Board meetings before a final decision on appointment is reached by the full Board. Trustees' tenure is for a period of 3 years. Members can stand for re-election by the Board for a maximum of three terms.

The Board annually considers the mix of skills, knowledge and experience it needs to govern, lead and deliver the charity's purposes effectively. It endeavours to reflect this mix in its trustee appointments, balancing the need for continuity with the need to refresh the Board. Trustees receive an appropriately resourced induction when they join the Board. Trustees are given the opportunity to have ongoing learning and development. The full Board meet quarterly and, in addition, the Executive Committee, comprising the Chair and the Vice Chair and the Joint CEOs, meet four times.

Whilst it is acknowledged that the Board take ultimate responsibility for the activity of the charity, delegations are set to the 'lowest appropriate responsible person' to facilitate efficient and effective day to day running of the organisation. These are clearly set out in our Internal Controls Policy and Practice.

**Pay policy for key management:** The key management for the charity comprises the Trustees and the Joint Chief Executives. Remuneration and benefits are determined based on performance and periodic peer sector benchmarking. In the case of the Chief Executives, this power is delegated to the Trustees, and for other management personnel, pay and benefits are determined by the Chief Executives, subject to an overall budget and framework agreed by Trustees.

## Current Risk Management

As with all organisations, there will be potential risk areas. We have a detailed risk management framework (modelled on the Charity Commission Charities and Risk guidance) that is reviewed at each board meeting and senior team meetings to ensure we know what our risk areas are and, more importantly, how we mitigate against such risk. In addition we have established an Audit and Risk Committee to specifically take a deeper look into specific risk as well as take an overview of risk which reports into the Board.

IT and data security remain a key potential risk which is taken seriously and detailed analysis and reporting is conducted regularly to ensure we are doing all we can to mitigate against any risk.

Our staff take risk seriously in all areas of our work, which works effectively towards identifying and managing risk well on a day-to-day basis. We have a 'no-blame' culture which gives confidence to staff and volunteers to be able to report any concerns or potential risks they see.

## Administrative details

<b>Registered charity name:</b>	Thirtyone:eight (formerly Churches' Child Protection Advisory Service).
<b>Charity registration number:</b>	1004490 (England and Wales) SC040578 (Scotland).
<b>Company registration number:</b>	02646487
<b>Principal and Registered office:</b>	2 Rosedale Nursery Offices, College Road, Hextable, Kent, BR8 7LT.

### Trustees

Peter Wharrad (Chair)

Judith Davey-Cole (Vice Chair)

Kathleen Marie Hallisey (Safeguarding Lead)

Nicholas Donaldson

Paul Anthony Eeles

Oliver Home (Resigned 29.01.24)

Philip Verity (Appointed 23.02.24)

Julie King

Dr Tanya Herring (Resigned 24.07.23)

### Joint Chief Executives

Justin Humphreys (Safeguarding) Steve Ball (Operations)

### Auditor

Azets Audit Services,

First Floor, River House, 1 Maidstone Road, Sidcup, Kent, DA14 5RH

### Investment Managers

Rathbones, 159 New Bond Street, London, W1S 2UD

### Bankers

Barclays Bank plc,

8 - 14 Darwen Street, Blackburn, BB2 2BZ

### Solicitors

Bates Wells,

10 Queen Street Place, London, EC4R 1BE

In accordance with the company's articles, a resolution proposing that Azets Audit Services be reappointed as auditor of the company will be put at a General Meeting.

#### Trustees' responsibilities in relation to the financial statements

The Trustees as directors are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and regulation.

Company law requires the Trustees to prepare financial statements for each financial year. Under that law the Trustees have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charity and of the results of the charity for that period. In preparing these financial 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 charity will continue in business.

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 and enable them to ensure that the financial statements comply with Companies Act 2006 and the Charities Act 2011.

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.

#### Disclosure of information to auditors

Each of the trustees has confirmed that there is no information of which they are aware which is relevant to the audit, but of which the auditor is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the auditors are aware of such information.

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies. Approved by order of the board of trustees on

**Date and signed on its behalf by: 05.11.2024**



## Report of the Independent Auditors to the Members of Thirtyone:eight

### **Opinion**

We have audited the financial statements of Thirtyone:Eight (the 'charitable company') for the year ended 31 March 2024 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 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 2024 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.
- Have been prepared in accordance with the Charities SORP 2019.

### **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**

In auditing the financial statements, we have concluded that the Trustees use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Trustees with respect to going concern are described in the relevant sections of this report.

### **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. The Trustees are responsible for the other information contained within the annual report. 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. 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 course of 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 this gives rise to a material misstatement in the financial statements themselves. 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.

## Report of the Independent Auditors to the Members of Thirtyone:eight (continued)

### **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 and the incorporated Strategic Report prepared for the purpose of company law for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Trustees' Report and the incorporated Strategic Report have been prepared in accordance with applicable legal requirements.

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

In the light of the 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 and the incorporated Strategic Report.

We have nothing to report in respect of the following matters where 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.
- 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' report and from the requirement to prepare a strategic report

### **Responsibilities of trustees**

As explained more fully in the Statement of Trustees' responsibilities set out on page 13, 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.

### **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). The description forms part of our auditor's report.

## Report of the Independent Auditors to the Members of Thirtyone:eight (continued)

### **Extent to which the audit was considered capable of detecting irregularities, including fraud**

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above and on the Financial Reporting Council's website, to detect material misstatements in respect of irregularities, including fraud.

We obtain and update our understanding of the entity, its activities, its control environment, and likely future developments, including in relation to the legal and regulatory framework applicable and how the entity is complying with that framework. Based on this understanding, we identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. This includes consideration of the risk of acts by the entity that were contrary to applicable laws and regulations, including fraud.

In response to the risk of irregularities and non-compliance with laws and regulations, including fraud, we designed procedures which included:

- Enquiry of management and those charged with governance around actual and potential litigation and claims as well as actual, suspected and alleged fraud;
- Reviewing minutes of meetings of those charged with governance;
- Assessing the extent of compliance with the laws and regulations considered to have a direct material effect on the financial statements or the operations of the company through enquiry and inspection;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations;
- Performing audit work over the recognition of grant income and the allocation of expenditure to funds
- Performing audit work over the risk of management bias and override of controls, including testing of journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for indicators of potential bias.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the charitable company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.

## Report of the Independent Auditors to the Members of Thirtyone:eight (continued)

### Extent to which the audit was considered capable of detecting irregularities, including fraud (continued)

- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charitable company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the charitable company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation (ie. gives a true and fair view).

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

### 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.

*Azets Audit Services*

**Sarah Jennings FCA (Senior Statutory Auditor)**  
For and on behalf of Azets Audit Services

**13 November 2024**

**Statutory Auditor**

First Floor  
River House  
1 Maidstone Road  
Sidcup  
Kent  
DA14 5RH

Statement of Financial Activities  
(Incorporating an Income and Expenditure Account)  
for the Year Ended 31 March 2024

	Notes	Unrestricted £	Restricted £	Total 31.3.24 £	Total Unrestricted 31.3.23 £
<b>INCOME AND ENDOWMENTS FROM</b>					
Donations	2	13,128	11,381	24,509	46,039
Charitable activities	3	3,023,994	-	3,023,994	2,823,126
Other trading activities	4	8,427	-	8,427	5,022
Investment income	5	27,143	-	27,143	27,696
<b>Total</b>		<b>3,072,692</b>	<b>11,381</b>	<b>3,084,073</b>	<b>2,901,882</b>
<b>EXPENDITURE ON</b>					
Raising funds	6	7,329	-	7,329	26,988
<b>Charitable activities</b>					
Consultancy	6	377,997	-	377,997	370,886
Disclosures and helpline		2,244,044	12,181	2,256,225	2,322,042
Membership		267,657	-	267,657	6,435
Training		289,032	-	289,032	262,451
<b>Other trading activities</b>	6	<b>3,230</b>	<b>-</b>	<b>3,230</b>	<b>1,919</b>
<b>Total</b>		<b>3,189,289</b>	<b>12,181</b>	<b>3,201,470</b>	<b>2,990,721</b>
<b>Net income/(expenditure)</b>		<b>(116,597)</b>	<b>(800)</b>	<b>(117,397)</b>	<b>(88,839)</b>
<b>Other recognised gains</b>					
(Losses)/gains on revaluation of investments	11	67,254	-	67,254	(60,086)
<b>Net movement in funds</b>		<b>(49,343)</b>	<b>(800)</b>	<b>(50,143)</b>	<b>(148,925)</b>
<b>RECONCILIATION OF FUNDS</b>					
Total funds brought forward		1,462,965	1,800	1,464,765	1,613,690
<b>TOTAL FUNDS CARRIED FORWARD</b>		<b>1,413,622</b>	<b>1,000</b>	<b>1,414,622</b>	<b>1,464,765</b>

All transactions are derived from continuing activities.

All recognised gains and losses are included in the Statement of Financial Activities.

Thirtyone:eight

Balance Sheet  
At 31 March 2024

	Notes	31.3.24 £	31.3.23 £
<b>FIXED ASSETS</b>			
Intangible assets	9	78,554	108,540
Tangible assets	10	18,742	18,480
Investments	11	905,800	1,043,586
		<u>1,003,096</u>	<u>1,170,606</u>
<b>CURRENT ASSETS</b>			
Debtors	12	268,870	271,055
Cash at bank		341,469	255,733
		<u>610,339</u>	<u>526,788</u>
<b>CREDITORS</b>			
Amounts falling due within one year	13	(198,813)	(232,629)
		<u>411,526</u>	<u>294,159</u>
<b>NET CURRENT ASSETS</b>			
		<u>1,414,622</u>	<u>1,464,765</u>
<b>NET ASSETS</b>			
		<u>1,091,326</u>	<u>1,335,945</u>
Unrestricted funds		322,296	127,020
Designated funds	15	1,000	1,800
Restricted funds	16	<u>1,414,622</u>	<u>1,464,765</u>
<b>TOTAL FUNDS</b>			
		<u>1,414,622</u>	<u>1,464,765</u>

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial statements were approved by the Board of Trustees on ..... and were signed on its behalf by:



05.11.2024

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Cash Flow Statement  
for the Year Ended 31 March 2024

	Notes	31.3.24 £	31.3.223 £
<b>Cash flows from operating activities:</b>			
Cash generated from operations	19	(138,205)	(43,165)
<b>Net cash flow from operating activities</b>		(138,205)	(43,165)
<b>Cash flows from investing activities:</b>			
Purchase of tangible fixed assets		(8,242)	(12,607)
Purchase of intangible fixed assets		-	(27,301)
Purchase of fixed asset investments		(69,753)	(160,993)
Sale of fixed asset investments		274,793	214,936
Interest received		<u>27,143</u>	<u>27,696</u>
<b>Net cash provided by investing activities</b>		<u>223,941</u>	<u>41,731</u>
<b>Change in cash and cash equivalents in the reporting period</b>		85,736	(1,434)
<b>Cash and cash equivalents at the beginning of the reporting period</b>		255,733	257,167
		_____	_____
<b>Cash and cash equivalents at the end of the reporting period</b>		341,469	255,733
		=====	=====

## Thirtyone:eight

### Notes to the Financial Statements for the Year Ended 31 March 2024

#### **1. ACCOUNTING POLICIES**

##### **1.1 Basis of preparing the financial statements**

Thirtyone:eight is a registered charitable company in England and Wales. 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 address of the registered office is given in the charity information on page 12 of these financial statements. The nature of the charity's operations and principal activities is the provision of education and resources primarily, but not exclusively, for safeguarding children, vulnerable adults and those affected by abuse.

The charity constitutes a public benefit entity as defined by FRS 102. 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 issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Accounting Practice.

The financial statements are prepared on a going concern basis under the historical cost convention, modified to include certain items at fair value. The financial statements are prepared in sterling which is the functional currency of the charity.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

##### **1.2 Fund accounting**

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

Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside for a specific purpose. Restricted funds are donations which the donor has specified are to be solely used for the particular areas of the charity's work. Further details of each fund as shown in notes 15 and 16.

##### **1.3 Income**

All income is included in the Statement of Financial Activities (SoFA) when the charity is legally entitled to the income after any performance conditions have been met, the amount can be measured reliably and it is probable that the income will be received.

- Membership income is invoiced annually and is accounted for in the month that it is received.
- Training income is accounted for in the month it is receivable
- Consultancy income is accounted for in the month it is receivable
- Donations are recognised when they are received and any income tax recoverable in relation to donations received under gift aid is recognised at the time of the donation.
- Disclosure checks are billed the month after the disclosure check is completed

## Thirtyone:eight

### Notes to the Financial Statements (continued) for the Year Ended 31 March 2024

#### **1.4 Expenditure**

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably. It is categorised under the following headings:

- Costs of generating funds are those costs incurred in attracting voluntary income.
- Charitable expenditure comprises those costs incurred by the charitable company in the delivery of its activities and services for beneficiaries. It includes both costs allocated directly to such activities and those costs of an indirect nature necessary to support them.
- Support costs have been allocated on the basis of time, with the exception of general costs, which are allocated on a usage basis.
- Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charitable company.

Grants offered subject to conditions which have not been met at the year end date are noted as a commitment but not accrued as expenditure.

Irrecoverable VAT is charged as an expense against the activity for which expenditure arose.

#### **1.5 Allocation and apportionment of costs**

Support costs are those that assist the work of the charity but do not directly represent charitable activities and include office costs, governance costs, administrative payroll costs. They are incurred directly in support of expenditure on the objects of the charity and include project management carried out at Head Office. Where support costs cannot be directly attributed to particular headings they have been allocated to cost of raising funds and expenditure on charitable activities on a basis consistent with use of the resources for example, allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by their usage. See note 6.

#### **1.6 Intangible fixed assets**

Intangible fixed assets relates to the capitalisation of the CRM database and website development costs. Amortisation is provided at 20% straight line in order to write off each asset over its estimated useful life.

#### **1.7 Tangible fixed assets**

Tangible fixed assets are stated at cost or valuation less accumulated depreciation and accumulated impairment losses. Cost includes costs directly attributable to making the asset capable of operating as intended. Fixed assets below £500 are not capitalised.

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Fixtures and fittings	- 25% straight line
Motor vehicles	- 25% straight line

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Notes to the Financial Statements (continued)  
for the Year Ended 31 March 2024

**1.8 Fixed Asset Investments**

Investments are recognised initially at fair value which is normally the transaction price excluding transaction costs. Subsequently, they are measured at fair value with changes recognised in 'net gains / (losses) on investments' in the SoFA if the shares are publicly traded or their fair value can otherwise be measured reliably. Other investments are measured at cost less impairment.

**1.9 Debtors**

Trade and other debtors are recognised at the amount due less any provision for bad or doubtful debts.

**1.10 Creditors**

Creditors 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 are recognised at their settlement amounts.

**1.11 Hire purchase and leasing commitments**

Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight line basis over the period of the lease.

**1.12 Pension costs and other post-retirement benefits**

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

**1.13 Going Concern**

The trustees have assessed the financial position of the charity, the assumptions made in the preparation of its budgets and the financial risks it faces. A thorough review of the Reserves Policy has been undertaken in the year, and based on this and the level of unrestricted reserves held the trustees conclude that it is appropriate to prepare the financial statements on a going concern basis.

The performance continues to show steady improvement on our recent financial years which confirms the assessment above

These considerations lead us to conclude that the charity will comfortably continue as a going concern for at least 12 months.

**1.14 Taxation**

The charity is an exempt charity within the meaning of schedule 3 of the Charities Act 2011 and is considered to pass the tests set out in Paragraph 1 Schedule 6 Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes.

Thirtyone:eight

Notes to the Financial Statements (continued)  
for the Year Ended 31 March 2024

**1.15 Judgement and key sources of estimation uncertainty**

Accounting estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. The Foundation makes estimates and assumptions concerning the future. The resulting accounting estimates and assumptions will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below.

*Useful economic lives of intangible and tangible assets*

The annual amortisation/depreciation charge for tangible assets is sensitive to changes in the estimated useful economic lives and residual values of the assets. The useful economic lives and residual values are reassessed annually. They are amended when necessary to reflect current estimates, based on technological advancement, future investments, economic utilisation and the physical condition of the assets. See notes 9 and 10 for the carrying amount of the website development and software and property plant and equipment, and notes 1.6 and 1.7 for the useful economic lives for each class of assets.

**1.16 Government grants**

Government grants are recognised at the fair value of the asset received or receivable when there is reasonable assurance that the grant conditions will be met and the grants will be received.

A grant that specifies performance conditions is recognised in income when the performance conditions are met. Where a grant does not specify performance conditions it is recognised in income when the proceeds are received or receivable. A grant received before the recognition criteria are satisfied is recognised as a liability.

**2. DONATIONS**

	Unrestricted	Restricted	31.3.24	31.3.24
	£	£	£	£
Donations	8,594	11,381	19,975	37,822
Gift aid	4,534	-	4,534	8,217
	<u>13,128</u>	<u>11,381</u>	<u>24,509</u>	<u>46,039</u>

Thirtyone:eight

Notes to the Financial Statements (continued)  
for the Year Ended 31 March 2024

**3. INCOME FROM CHARITABLE ACTIVITIES**

	31.3.24	31.3.23
	£	£
Consultancy	287,513	259,227
Disclosures and helpline	1,437,622	1,351,999
Membership	930,635	891,675
Training	363,446	314,335
Other	<u>4,778</u>	<u>5,890</u>
	<u><u>3,023,994</u></u>	<u><u>2,823,126</u></u>

**4. OTHER TRADING ACTIVITIES**

	31.3.24	31.3.23
	£	£
Merchandise	<u>8,427</u>	<u>5,022</u>

**5. INVESTMENT INCOME**

	31.3.24	31.3.23
	£	£
Income from listed investments	26,832	27,601
Deposit account interest	<u>311</u>	<u>95</u>
	<u><u>27,143</u></u>	<u><u>27,696</u></u>

**6. EXPENDITURE ON CHARITABLE ACTIVITIES**

	Staff costs	Direct costs	Support costs	Total 31.03.24	Total 31.03.23
	£	£	£	£	£
<b>Raising funds</b>	-	7,329	-	7,329	26,988
<b>Charitable expenditure</b>					
Consultancy	236,545	93,435	48,017	377,997	370,886
Disclosures and helpline	1,097,990	918,139	240,096	2,256,225	2,322,042
Membership	112,232	-	155,425	267,657	6,435
Training	144,595	83,738	60,699	289,032	262,451
	<u>1,591,362</u>	<u>1,095,312</u>	<u>504,237</u>	<u>3,190,911</u>	<u>2,961,814</u>
<b>Other trading activities</b>					
Merchandise	-	1,822	1,408	3,230	1,919
<b>Total for 31.3.2024</b>	<u><u>1,591,362</u></u>	<u><u>1,104,463</u></u>	<u><u>505,645</u></u>	<u><u>3,201,470</u></u>	<u><u>2,990,721</u></u>
Total for 31.3.2023	<u>1,449,809</u>	<u>1,063,249</u>	<u>477,663</u>	<u>2,990,721</u>	

Thirtyone:eight

Notes to the Financial Statements (continued)  
for the Year Ended 31 March 2024

**6A. SUPPORT COSTS**

	31.3.2024	31.3.2023
	£	£
Included in Support costs are the following Governance costs:		
Auditor's remuneration	8,130	7,600
Auditor's remuneration – previous years	1,034	(83)
Auditor's remuneration – non audit services	1,500	3,973
Professional fees	14,320	15,940
Other	3,434	10,532
	<u>28,418</u>	<u>37,962</u>

Thirtyone:eight

Notes to the Financial Statements (continued)  
for the Year Ended 31 March 2024

**7. NET EXPENDITURE FOR THE YEAR**

This is stated after charging:

	31.3.24	31.3.23
	£	£
Depreciation - owned assets	7,980	7,271
Amortisation	29,986	60,600
Auditors' remuneration	10,644	11,490
Other operating leases	<u>90,657</u>	<u>79,809</u>
	31.3.24	31.3.23
	£	£
Wages and salaries	1,385,312	1,261,700
Social security costs	127,060	122,494
Other pension costs	69,893	57,377
Health care	8,607	7,039
Staff support fund cost	490	1,200
Redundancy	<u>-</u>	<u>-</u>
	<u>1,591,362</u>	<u>1,449,809</u>

The average monthly number of employees, by headcount, during the year was as follows:

	31.3.24	31.3.23
Consultancy	7	7
Disclosures and helpline	15	14
Training	4	4
Support	<u>18</u>	<u>15</u>
	<u>44</u>	<u>40</u>

The number of employees who received emoluments in excess of £60,000 was as follows:

	31.3.24	31.3.23
£60,001 - £70,000	1	2
£70,001 - £80,000	1	-

The total amount of employee benefits received by the key management personnel including employer's pension and national insurance contributions is £162,304 (2023 - £151,029).

Thirtyone:eight

Notes to the Financial Statements (continued)  
for the Year Ended 31 March 2024

**8. TRUSTEES' REMUNERATION AND REIMBURSED EXPENSES**

The following transactions took place in the year:

No Trustees received remuneration during the year (2023 : none). Three Trustees received reimbursement of expenses during the year amounting to £162 (2023 – £1,069) for travel, subsistence and accommodation.

Trustees indemnity insurance was taken out during the year but as part of a larger combined policy and the cost relating to this policy is not separately identifiable.

**9. INTANGIBLE FIXED ASSET**

	Software & Website Development £
<b>COST</b>	
At 1 April 2023	286,675
Additions	-
	-----
At 31 March 2024	286,675
	-----
<b>AMORTISATION</b>	
At 1 April 2023	178,135
Charge for year	29,986
	-----
At 31 March 2024	208,121
	-----
<b>NET BOOK VALUE</b>	
At 31 March 2024	78,554
	-----
At 31 March 2023	108,540
	-----

Thirtyone:eight

Notes to the Financial Statements (continued)  
for the Year Ended 31 March 2024

**10. TANGIBLE FIXED ASSETS**

	Fixtures and fittings	Motor vehicles	Total
	£	£	£
<b>COST</b>			
At 1 April 2023	153,265	33,160	186,425
Additions	8,242	-	8,242
At 31 March 2024	<u>161,507</u>	<u>33,160</u>	<u>194,667</u>
<b>DEPRECIATION</b>			
At 1 April 2023	134,923	33,022	167,945
Charge for year	7,842	138	7,980
At 31 March 2024	<u>142,765</u>	<u>33,160</u>	<u>175,925</u>
<b>NET BOOK VALUE</b>			
At 31 March 2024	<u>18,742</u>	-	<u>18,742</u>
At 31 March 2023	<u>18,342</u>	<u>138</u>	<u>18,480</u>

Thirtyone:eight

Notes to the Financial Statements (continued)  
for the Year Ended 31 March 2024

**11. FIXED ASSET INVESTMENTS**

	Cash	Listed	2024	2023
		Investments	Total	Total
	£	£	£	£
At 1 April 2023	98,403	945,183	1,043,586	1,157,615
Additions	-	158,239	158,239	88,075
Disposals	-	(274,793)	(274,793)	(214,936)
Movement in cash balance	(88,486)	-	(88,486)	72,918
Revaluations	-	67,254	67,254	(60,086)
	<u>9,917</u>	<u>895,883</u>	<u>905,800</u>	<u>1,043,586</u>

Historical cost	<u>803,948</u>	<u>911,939</u>
-----------------	----------------	----------------

	31.3.24	31.3.23
	£	£
Fixed interest	84,990	134,046
Equities	248,682	325,549
Overseas Equities	449,559	329,098
Alternatives	112,652	156,488
Cash	9,917	98,403
	<u>905,800</u>	<u>1,043,586</u>

The charity held the following material investments (in excess of 5% of valuation)

	31.3.24	31.3.23
	£	£
Capital International Management	37,727	68,666
ISHARES PLC	<u>28,395</u>	<u>78,221</u>

Thirtyone:eight

Notes to the Financial Statements (continued)  
for the Year Ended 31 March 2024

**12. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	31.3.24	31.3.23
	£	£
Trade debtors	185,384	188,820
Prepayments and accrued income	<u>83,486</u>	<u>82,235</u>
	<u>268,870</u>	<u>271,055</u>

**13. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	31.3.24	31.3.23
	£	£
Trade creditors	113,067	124,004
Other taxes and social security	49,173	80,699
Other creditors	13,528	10,319
Accruals	<u>23,045</u>	<u>17,607</u>
	<u>198,813</u>	<u>232,629</u>

Thirtyone:eight

Notes to the Financial Statements (continued)  
for the Year Ended 31 March 2024

**14. DEFINED CONTRIBUTION PENSION SCHEME**

The charity operates a defined contribution pension scheme. The pension cost charge for the period represents contributions payable by the charity to the scheme and amounted to £69,893 (2023 - £57,377).

At 31 March 2024 there were unpaid contributions amounting to £11,728 (2023: £10,320).

**15. DESIGNATED FUNDS**

<b>Current year</b>	At 1.4.23	New designation	Designation released	At 31.3.24
	£	£	£	£
<b>Designated fund</b>				
Fixed assets	127,020	-	(29,724)	97,296
Capital projects	-	225,000	-	225,000
	<u>127,020</u>	<u>225,000</u>	<u>(29,724)</u>	<u>322,296</u>

The fixed asset fund relates to funds held in intangible and tangible fixed assets, that are not available for charitable expenditure.

The capital projects fund relates to the upgrade of the charity's CRM Database and the development of two specific areas of service provision.

<b>Prior year</b>	At 1.4.22	New designation	Designation released	At 31.3.23
	£	£	£	£
<b>Designated fund</b>				
Fixed assets	<u>154,981</u>	-	<u>(27,961)</u>	<u>127,020</u>

Thirtyone:eight

Notes to the Financial Statements (continued)  
for the Year Ended 31 March 2024

**16. RESTRICTED FUNDS**

	At 1.4.23	Income	Expenditure	At 31.3.24
	£	£	£	£
Safeguarding helpline	-	5,500	5,500	-
BSL Interpreters	-	1,000	-	1,000
Research assistant	1,800	4,881	6,681	-
	<u>1,800</u>	<u>11,381</u>	<u>12,181</u>	<u>1,000</u>

	At 1.4.22	Income	Expenditure	At 31.3.23
	£	£	£	£
Safeguarding helpline	-	5,000	5,000	-
Support fund	-	300	300	-
IT Equipment	-	2,526	2,526	-
Research assistant	-	24,200	22,400	1,800
	<u>-</u>	<u>32,026</u>	<u>30,226</u>	<u>1,800</u>

**Safeguarding helpline**

Funding to allow us to continue to offer the services of the safeguarding helpline free of charge to anyone who calls.

**BSL Interpreters**

Funding to provide British Sign Language (BSL) courses.

**Research assistant**

Funding from University of Kent to fund a new research assistant.

Thirtyone: eight

Notes to the Financial Statements (continued)  
for the Year Ended 31 March 2024

**17. ANALYSIS OF NET ASSETS BETWEEN FUNDS**

<b>Current Year</b>	Unrestricted funds	Designated funds	Restricted funds	Total
	£	£	£	£
Fixed assets	905,800	97,296	-	1,003,096
Cash and current investments	113,669	225,000	2,800	341,469
Other current assets	268,870	-	-	268,870
Creditors more within one year	(197,013)	-	(1,800)	(198,813)
<b>Total</b>	<b>1,091,326</b>	<b>322,296</b>	<b>1,000</b>	<b>1,414,622</b>

<b>Previous year</b>	Unrestricted funds	Designated funds	Restricted funds	Total
	£	£	£	£
Fixed assets	1,043,586	127,020	-	1,170,606
Cash and current investments	253,933	-	1,800	255,733
Other current assets	271,055	-	-	271,055
Creditors more within one year	(232,629)	-	-	(232,629)
<b>Total</b>	<b>1,335,945</b>	<b>127,020</b>	<b>1,800</b>	<b>1,464,765</b>

**18. MEMBERS' LIABILITY**

The charity is a private company limited by guarantee and consequently does not have share capital. Each of the members is liable to contribute an amount not exceeding £1 towards the assets of the charity in the event of liquidation.

Thirtyone:eight

Notes to the Financial Statements (continued)  
for the Year Ended 31 March 2024

**19. RECONCILIATION OF NET INCOME/(EXPENDITURE) TO NET CASH FLOW FROM OPERATING ACTIVITIES**

	31.3.24	31.3.23
	£	£
<b>Net expenditure for the reporting period (as per the statement of financial activities)</b>	(117,397)	(88,839)
<b>Adjustments for:</b>		
Depreciation charges	7,980	7,271
Amortisation	29,986	60,600
Investment income	(27,143)	(27,696)
Decrease/(increase) in debtors	2,185	(22,364)
(Decrease)/increase in creditors	<u>(33,816)</u>	<u>27,863</u>
<b>Net cash provided by used in operating activities</b>	<u>(138,205)</u>	<u>(43,165)</u>

**20. LEASING AGREEMENTS**

Minimum lease payments under non-cancellable operating leases fall due as follows:

	31.3.24	31.3.23
	£	£
<b>Land and buildings</b>		
Within one year	83,447	83,447
Between one and five years	147,607	204,141
In more than five years	<u>30,298</u>	<u>57,439</u>
	<u>261,352</u>	<u>345,027</u>

**21. RELATED PARTY DISCLOSURES**

There were no related party transactions during the current or preceding year.

**22. CAPITAL COMMITMENTS**

	31.3.24	31.3.23
	£	£
Expenditure contracted for but not provided in the accounts	<u>-</u>	<u>22,000</u>

**Thirtyone:eight**

England & Wales - Charity number 1004490

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# Accounts

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# Annual report 2022 - 2023



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“ Thirtyone:eight give great support and advice. They have great resources and training options. Easy to use website and DBS check procedure. **I wouldn't hesitate to recommend Thirtyone:eight services to other organisations.** ”

Graham Bayley, Newsong Community Church

# A message from our chair

**I'm pleased to present the annual report for Thirtyone:eight, highlighting our impactful work in safeguarding and creating safer environments.**

It was brilliant to see Thirtyone:eight featured in the Influence 100 List, ranking the top 100 most influential membership organisations in the UK. This recognition reflects the charity's 45-year track record of collaborating with member organisations to promote safety and safeguarding practices.

I was also greatly encouraged that the 'Positions of Trust' law has been extended to include faith leaders and sports coaches through the Police, Crime, Sentencing and Courts Act, marking a significant legislative victory for safeguarding children and young people. Thirtyone:eight's role in holding the Secretariat for the All-Party Parliamentary Group (APPG) for Safeguarding in Faith Communities and working with other organisations to campaign for this change gives me hope that more can be achieved to better protect children and young people.

The launch of the Roarry resource, Thirtyone:eight's child-friendly educational safeguarding resource is another exciting development, as it will help empower children to speak up and seek help when needed. Through engaging materials and biblical stories, Roarry reinforces the importance of using your voice to advocate for yourself and others.

Our advocacy work and governmental engagement has remained strong, allowing us to contribute to public policy discussions and influence legislative changes. Thirtyone:eight actively participates in government consultations, campaigns, and working groups to address safeguarding gaps. The wealth of webinars, resources, and updates continue to inform members about policy changes and equip them to advocate for reforms.

Safeguarding Sunday continues to be a successful campaign, raising awareness and empowering church communities to prioritise safeguarding. With over 3,000 participating churches, the campaign has made a positive impact on understanding the importance of safeguarding, safer recruitment and training.

I extend my gratitude to our members, staff, and trustees for their dedication and support. Together, we have made a tangible difference in safeguarding, and I'm excited about our future endeavours. Let's continue championing justice and creating safer places for all.



**Peter Wharrad**  
**Chair of Trustees**



80,000

Enhanced, Standard and Basic DBS checks processed this year.



5,276

calls to our Safeguarding Helpline.

“Thirtyone:eight are great, experienced, wonderful people, who care deeply about children and young people. Thirtyone:eight are an absolute gift to the church.”

Martin Saunders, Youthscape



3,000

Churches took part in our Safeguarding Sunday campaign.



10,656

workers trained in safeguarding.

“Every single church should be partnering with Thirtyone:eight. You literally can't do great ministry without them.”

Matt Summerfield, Zeo Church

“Having done a lot of safeguarding training over the years and usually coming out afterwards feeling weighed down, this training actually felt empowering and gave me confidence in dealing with a major safeguarding issue literally the day after the course finished!”

Training delegate



25 nations

represented at our Safeguarding in an international context training.



10,000

organisations we work with including 6,452 members.

# Equipping organisations

## We equip society with the knowledge and skills to create safer environments for children and adults at risk.

Over the past year we've supported organisations and individuals as they've adapted to changing circumstances and guidance.

Equipping organisations with the knowledge they need to make safer recruitment decisions about their workers remained one of our most relied upon services and we recorded over **80,000** Enhanced, Standard and Basic DBS checks this past year.

### What our customers say:



*Really great and efficient customer service.*

*Person was very helpful, knowledgeable and friendly.*



*My enquiry was dealt with quickly and easily, and I received the necessary form in an email almost immediately.*

*My enquiry was dealt with in a prompt and professional manner. Very helpful with instructions easily followed.*

## Levelling-up

One of the primary ways we work to level up organisational knowledge and awareness is through our safeguarding training. Our focus this year has been on developing our suite of online learning options including webinars and eLearning. Over the past year we've trained **10,656** safeguarding practitioners so they can feel more confident in their roles and responsibilities.

Our interactive webinars cover the full range of our training offer, delivered across day times, evenings and Saturdays. Our team of self-employed trainers remain committed and flexible alongside growing demand, and they have all grown in confidence in their ability to deliver webinars, many of them switching between host and co-host with ease and offering peer support for their own professional development.

Training has been intentional about producing training structures that are accessible to as many people as possible. This has included simplifying PowerPoint slides, producing transcripts and screen-reader accessible training resources and additional resources for delegates with visual and hearing impairments.

We've also brought in more interactive elements and re-worked several of our webinars so that they're relevant to regional variations in safeguarding legislation.

## International Safeguarding

We ran two bespoke versions of our Safeguarding in an International Context for organisations with representatives from **25** nations.

**Here's what some international safeguarding training delegates had to say:**



*A lot of useful resources were shared, it will take some time to process everything*

*I hope Thirtyone:eight will continue to develop their work in supporting international safeguarding.*



# A trusted partner



## General Assembly of Unitarian and Free Christian Churches

**Gavin Howell is the Safeguarding Lead for the General Assembly of Unitarian and Free Christian Churches. His role is to advise and support member congregations in safeguarding policy and practice. Gavin shares how membership with Thirtyone:eight is helping them rise to the challenges of safeguarding across their church networks.**

What made you approach Thirtyone:eight for membership?

We were looking for an honest and trusted partner to support the General Assembly and our member congregations in embedding best practice in everything we do. We wanted an organisation who was knowledgeable, credible and who understood faith communities and the challenges we face.

We also felt that safeguarding is something which is best developed when working in close collaboration with others. In a nutshell, we felt that alone we did not have the level of expertise needed to perform this important task well. We acknowledged our limitations and asked for help. I'm glad we did.

We've been members for several years now. During that time, I feel like we've learnt a lot and made good progress. We're certainly in a much better place in terms of having a more supportive culture as well as having appropriate arrangements in place. We've still areas we'd like to improve upon, however I'm confident we're moving in the right direction.

Were there were any gaps in existing knowledge, awareness and training that you were looking to close?

For me, as a Safeguarding Lead, the one area I really wanted to understand better was the DBS checking procedure. I was at a training webinar, run by Thirtyone:eight, and the session leader explained how background checks are not an isolated standalone activity but an integral part of a wider safer recruitment process. What can I say... It was one of those moments when the penny dropped as I understood the procedure, for the first time, in its proper context.

Since then, using the tools and resources found in the members area of the Thirtyone:eight website, I've invested more time to understanding the different stages of the recruitment process and, importantly, how they relate to one another. I now appreciate, for instance, the relationship between the role description and the DBS checking procedure and how it's hard to apply for the correct type of check if recruiters are unclear on the role to be carried out.



**Gavin Howell**  
Safeguarding Lead



### What are the biggest safeguarding challenges you've faced?

Recruiting people to become church Safeguarding Leads. There's still quite a bit of fear out there regarding the potential consequences of getting things wrong and being held responsible. I think we need to reassure more and let potential office holders know that there's good support available.

Also, raising awareness of our need to recognise and support the needs of adults at risk. With some, there's still a perception that safeguarding is something that only requires attention if looking to run a children's group. In our context, given the make-up of our membership and the groups we're seeking to support inside and outside of our church communities, safeguarding adults at risk is something we need to understand better and ensure appropriate arrangements are put in place.

Increasing need and declining capacity. The impact of Covid-19 and the cost of living crisis have intensified a number of challenges. Committee meeting agendas feel very full right now. Put simply, it feels like there's more need than ever, both inside our congregations and our wider communities, with less capacity to address those needs well. So, given that context, how do we communicate our safeguarding message well so that congregations hear it, understand its significance and know how to respond well?

### How has Thirtyone:eight helped you navigating these challenges?

Our member congregations really value the helpline. It's a brilliant tool – a great starting point when seeking clarification, guidance or a second opinion. The staff are encouraging, empathetic and knowledgeable. Some safeguarding leads have found it particularly helpful to talk to someone in confidence from outside of their church setting. Indeed, some impartial external perspective and support has been a big help to some groups in navigating some tricky issues, involving powerful personalities, reasonably well.

They've also been excellent at signposting trustees and safeguarding leads to relevant training webinars, practice guides, model policies as well as supporting congregations with DBS applications. In particular, the training for trustees has really helped to make clear their responsibilities and those who have undertaken safeguarding leadership training report feeling 'equipped enough' to start having conversations around introducing/updating policies and procedures in their respective settings. So, lots of practical assistance, which is a big part of what's needed.

## Empowering society

**We empower society to respond appropriately to those who are vulnerable or have experienced abuse.**

Encouraging organisations to raise standards in safeguarding is integral to our mission. Once they have the knowledge, skills and tools needed to create safer places, we encourage them to create safer cultures for all.

Our Safeguarding Helpline continues to be a source of support and guidance to those working to protect vulnerable people. We received **5276** referrals over the past year.

**Our top three safeguarding referral subjects were:**

- Domestic Abuse
- Self-Harm
- Mental Health

**Here's what some of our callers had to say:**

“ *Despite having good safeguarding experience and processes in our team, having somewhere to go for more expert and definitive advice is incredibly helpful.* ”

*You inspire confidence in your teaching, advise and the professionalism and efficiency of our service.*

*Professional, kind, caring and listened really well. I am always so impressed by Thirtyone:eight. They go the extra mile to help and are so professional. Thank you.*

*I probably wouldn't have agreed to take on safeguarding lead role if I didn't know I had your support. Thank you!* ”

## The Trussell Trust



**Mark Ward is the Head of Safeguarding and Quality at the Trussell Trust, a charity that supports a nationwide network of food banks to help people living in poverty and a member organisation of Thirtyone:eight. Mark shares the complex issues faced by food bank staff and volunteers, the safeguarding challenges they encounter, and Thirtyone:eight's role in helping them navigate these challenges.**

We needed an umbrella organisation to help us with criminal record checks (DBS), so that was a very practical reason why we became a member organisation of Thirtyone:eight. We have several employees who carry out roles that need to have a check undertaken.

We also wanted to call the safeguarding helpline because our job is based on people, and a lot of the people that our organisation supports via the food banks that we support are in a difficult situation because they can't access food and income. As a result, it's entirely possible that a lot of those people might disclose to us. Our own staff are involved with people with lived experience of poverty as well so they may come into situations where they're having to deal with people who might make disclosures.

### Complicated lives

We recognise that our own staff have lives that are as complicated as everybody else's – they could have an issue too and we need to be able to help them. We don't have the internal expertise to do that, so advisors on Thirtyone:eight's safeguarding helpline gives us good advice as to what to do and whether a situation meets thresholds to report concerns. If not, they tell us who we might be able to help that person. That can be just as helpful. This gives us the support we need to make sure that we make as many correct decisions as we can.

Since we started, we've also developed a training aspect, where we incorporate Thirtyone:eight's safeguarding training into a format that that we and the food banks can use as context-specific, tailored training. This means that we can offer our network training that we wouldn't be able to offer them internally, we're kept up to date with all the changes in legislation, and takes into account that we work across all four nations of the UK as legislation varies.



## Changes in safeguarding awareness

When we look back, safeguarding wasn't seen in the same way that it is now. We arranged this training with Thirtyone:eight knowing that we didn't have a full knowledge base and wanted to have some expertise behind us to help us realise if an issue was important and how we could respond. We can talk to our account manager at Thirtyone:eight and say look we'd like to develop something along these lines now.

We had a discussion like that recently where a food bank with a lot of volunteers came to us struggling how to know how to do safeguarding training well, acknowledging that they needed it but that they couldn't find the best solution. So that has enabled us to have a conversation and it means that we'll be offering something to the whole network of food banks, with Thirtyone:eight's help.

## Cost of living crisis

The more the cost of living bites, the more people are ringing our own general helpline asking for help and saying things to the people that answer that they would have never said before because they're so desperate. Thirtyone:eight and another consultant helped us come up with a position where our helpline staff can recognise the concerns people are bringing to them and can then make referrals as they need. That's come about over the last six months because more and more people are finding themselves in desperate situations.

Because of the way the prices have gone up and there are people who can't keep up with them, it's taking people to a point where they're saying things which are much more worrying, and we need to know how to deal with that. Once they've calmed down, the position isn't as serious as we thought it might be. But we don't know that until we've been through it and have had support and guidance to help us with those types of scenarios.

It's useful to have Thirtyone:eight's support when we're trying to design things like that too so that if we've got a query that's specific to a project that we might be doing, we can go back to our account manager at Thirtyone:eight and say, have you come across this? How do you think we ought to go about it? And what safeguards should we be putting in place to enable us to do this?

## Spirituality, faith and foodbanks

One of the reasons that Thirtyone:eight came out as top of our list of organisations to work with is that understanding of the faith perspective. Many of our food banks either are part of faith organisations or were before they set themselves up as an independent charity. And even if they've set themselves up as an independent charity, quite a lot of the people who would have been involved previously within the face setting will still be involved within the independent charity setting too.

A faith organisation might be likely to want to give someone who has had a difficult past an opportunity to volunteer with them, because their faith talks about forgiveness and the ability to move forward. Charities considering this have to think carefully about how they might be able to place that person and make sure everyone is kept safe, including the person themselves. Ensuring there's guidance and a clear risk assessment and process in place is key. Being able to access tailored advice and support to figure out the best way forward is such a helpful part of our relationship with Thirtyone:eight.

# Encouraging people

**We encourage society to stand against oppression and exploitation by informing legislation and striving to raise the standards in safeguarding practice.**

## Public Policy

We work across all four of the UK parliaments to advocate and engage governments with best practice in safeguarding legislation. Our unique position as an independent, Christian and expert organisation allows us to speak into public policy with confidence. Our advocacy work ensures that our members' voice is heard when we seek to bring about tangible legislative, public policy and practice change. We provide webinars and resources to keep our members informed of policy and practice change, along with resources that enable them to use their voice to advocate our governments.

We participate in government consultations and campaign for new areas of legislation where gaps in existing provision have been identified. We successfully campaigned for the Westminster government to bring about changes in Position of Trust legislation and advocated the Stormont Assembly to bring about similar changes.

At Westminster, we hold the Secretariat for the All-Party Parliamentary Group on Safeguarding in Faith Communities, and at the Welsh Senedd and the Scottish Parliament we belong to cross-party groups. We sit on the Out of Schools Steering Group at the Department for Education, the Sibling Sexual Abuse working group at the Cross-Party Group for Adult Survivors of Sibling Sexual Abuse at Holyrood, and we engaged our members in successfully advocating the Westminster Parliament in relation to the Sex Offenders name Change Campaign.

We successfully informed legislative process in relation to Domestic Abuse and Violence against Women and Girls strategy at Stormont and the Single Unified Safeguarding Response proposal at the Welsh Senedd. In Westminster, we've informed parliamentary debate around Mandatory Reporting, safeguarding information sharing and statutory guidance in relation to Working Together to Safeguarding Children.

## Research

We're committed to being a learning organisation so we can support our members with high quality evidence-based practice. We work with academic institutions to research different areas of safeguarding practice, to inform our training, practice guidance, and the quality of the advice we give to our members. We share our learning by making findings accessible to wider audiences by publishing reports, journals and participating in seminars. We're committed to enabling everyone's voice to be heard in research. Where there are opportunities for people and organisations to participate via surveys, interviews and focus groups, we invite our members to do so.

We're also part of a consortium of universities and other organisations working on a large-scale research program funded by the Arts and Humanities Research Council. Within the program led by the University of Kent, Thirtyone:eight is leading a research study exploring engagement between statutory authorities and safeguarding leads in faith organisations.

## Safeguarding children and young people in international Christian work

Thirtyone:eight partnered with the Department of Psychology at the University of Chester to conduct research into the challenges of safeguarding children and young people in international Christian work.

The research highlighted the complexities and challenges of working in the international context and how working together is key to developing effective safeguarding practice.

The aim of this research was to see whether co-production is a solution to the challenges of safeguarding children and young people in international Christian work. In this context, co-production means working in partnership with local people, agencies and organisations.

The research was published in June 2022. Download the research report at: [www.onlinelibrary.wiley.com](http://www.onlinelibrary.wiley.com)

## Safeguarding Sunday 2022

Safeguarding Sunday is our annual campaign to help churches raise awareness of safeguarding in their church communities. Over **3,000** churches took part in Safeguarding Sunday 2022, and many of them told us that following the campaign there was:



- Greater understanding and awareness of safeguarding among members.
- People feeling able to disclose abuse for the first time.
- People prompted to volunteer for key safeguarding related vacancies and roles.
- Increased willingness and motivation by workers to complete safeguarding training and criminal record checks.

### Here's what participants had to say:



*We managed to recruit some people to do children's registration on Sunday when we were struggling.*

*We had people come and talk to us about historic abuse which they had never disclosed to anyone. The Sunday focus, they said, helped them feel supported. We were also so glad to know of their experiences and be able to offer them support.*

*The church leaders have identified that we will change our safeguarding structures as a matter of urgency and a member of the congregation came forward with an issue on child safeguarding that will now need to go to the police.*

*It made safeguarding sound everyday and accessible for people in the church, not a big, scary threatening thing, just a normal part of what we do, which is exactly how it should be.*

*Church council members have been more proactive in doing safeguarding training since the service.*



## New resources to teach children important safeguarding messages.

This year we launched a new child-friendly educational safeguarding resource. To help communicate key safeguarding message we created the character of Roarry the Lion, a friendly and trusted guide, helping children to navigate the dangers and learn important skills such as how to raise their voice, their 'roar' and speak up when things aren't right.

The recommendations from the Independent Inquiry into Child Sexual Abuse (IICSA) report conclude that 'empowering children and young people to talk about [abuse] and opening up discussions between them and a broad range of adults, is essential' but as an adult, knowing how to do this confidently with children can feel daunting. Where do you start? What do you include? How do you ensure you use language that children will understand?

Children's workers have been asking us for help to effectively communicate the messages in an appropriate and easy to understand way and wanted a range of high-quality resources they could use to do this.

With our knowledge and insight into the needs of these groups, we created a complete session plan that can be adapted for use with children aged 4–9, is flexible enough to suit a variety of settings and timings, and that delivers content in a fun and informative way. We worked with a focus group of children's and youth workers to help us develop the resources and help us make them as easy to use as possible. The resource pack contains a mixture of games and activity ideas, craft and learning, and story-telling videos, all designed to make it easy to share the central messages to the children.

### One children's worker said about the resources:

*'The children in our group loved it. It fed in well with messages about identifying emotions and naming them that they hear at school but placed it in a biblical context. There's a lot to love about Roarry!'*



# Statement from the Chief Executives

**In recent times our news headlines and social media have exploded with stories of abuse across many institutions and organisations. We have seen too many people in positions of trust abuse their power. How do we respond to this? What can we do? We must be the change we want to see.**

The past year has seen us work harder than ever to equip, empower and encourage our members to do just this, so that we can continue to protect children, young people and adults at risk. When it comes to why we do what we do, the clue is in the name. We remain convicted and compelled by our Christian faith, which calls us to 'speak out on behalf of the voiceless, and for the rights of all who are vulnerable' as it says in Proverbs 31:8.

We continue to hold to the belief that Christians have a powerful and relevant voice in the public square relating to a wide range of issues – safeguarding included. Encouraging that voice in many areas publicly has become a significant part of our work in recent times, including our involvement as core participants in the Independent Inquiry into Child Sexual Abuse (IICSA). We were pleased to finally see the concluding recommendations of the Inquiry in October and together with others we will continue to engage with government in relation to their response to those recommendations in the months ahead.

At Thirtyone:eight we use our voice and our influence to speak up about the injustice of abuse and the need for public and private change so that vulnerable people can be better protected from abuse. We can only do this by working together and we're thankful to all

our members who help us create safer places for all across the UK and further afield. We're also grateful for our hard-working and dedicated staff and trustees, who help us raise safeguarding standards so that people at risk from abuse can feel and be safer wherever they are. Thank you for helping us create safer places for all.



**Justin Humphreys**  
Joint CEOs

**Steve Ball**

# Future plans

## Looking to the future our longer-term plans continue to be governed and developed in line with our organisational strategy.

This was updated during the year with post COVID learning being incorporated into it. We have a detailed plan for the next two to three years and are shaping the longer-term strategy for the next three to ten years plus. The strategy continues to be built around four key areas of focus with a view to increasing our audience, reach and influence:

**Sustainable Growth** We are an organisation that values our environment and strives to use the best technology and resources to maximise the effectiveness, impact and sustainability of our work. This will include working to be a carbon neutral organisation; developing the way we use technology and plan financially; engaging with changes in structure of Christian churches and communities; greater engagement across all four nations of the UK and internationally.

**Ethical Application** We are an organisation that is motivated by our Christian faith, which will always be demonstrated in our love for people and the way we engage with them. This will include; ensuring all services continue to operate in line with our core Christian values; responding to challenges and diversity in society.

**Collaborative Approach** We are an organisation that believes in the value that is brought by different perspectives, knowledge, experience and expertise and we will seek to strengthen the support we provide through working with others where possible. This will include: influencing and leading change at a national and local level; growing new and existing partnerships; expanding our membership models and offers; developing our consultancy, training, help line and DBS offers in collaboration with our membership.

**Professional Development** We are an organisation that seeks to positively influence others through the outworking of our Christian faith, professionalism and desire to improve people's lived experience through our own learning and development. This will include: further increasing the quality of work undertaken; providing opportunity to recognise good practice; increasing our role as a leading and learning organisation.

## Current Risk Management

As with all organisations, there will be potential risk areas. We have a detailed risk management framework (modelled on the Charity Commission Charities and Risk guidance) that is reviewed at each board meeting and senior team meetings to ensure we know what our risk areas are and, more importantly, how we mitigate against such risk. Our key risks this reporting year reflect the changes in societal work practices, with IT and data security being utmost in our minds as we continue to work in an ever more physically spread environment coupled with the demand for easy use of systems and secure access to our data.

Our new IT systems and infrastructure enable us to efficiently manage our data within our environment and Cyber Essentials external certification and plans for Cyber Essentials Plus in the coming financial year help us keep constant monitoring of how, why and where we use our data.

Our staff take risk seriously in all areas of our work, which works effectively towards identifying and managing risk well on a day-to-day basis. We have a 'no-blame' culture which gives confidence to staff and volunteers to be able to report any concerns or potential risks they see.

## Financials

**As At 31 March 2023 unrestricted funds amounted to £1,335,945 (2022: £1,458,709). Restricted funds amounted to £1,800 (2022: Nil) and designated funds amounted to £127,020 (2022: £154,981).**

Year on year our income has increased by £334k. This increase has come from across all our charitable activities but in particular was driven by an increase in DBS check volumes. Our expenditure increased by £346k. It is worth noting that when our DBS income increases, so do our corresponding direct costs due to the statutory DBS check charges. Another significant contributor to the increased expenditure was staff costs as we employed more people and increased staff wages due to the cost-of-living situation.

This gave us a net performance of -£89k before investments losses/gains. Last year was -£77k so a similar outcome.

We saw net losses on the revaluation of our investments of £60k giving us a total net movement in funds of -£149k.

Our fixed assets are valued at £1.2m. £127k is tangible and intangible assets so not readily available to support any deficit we see. £1m is in investments and is used to generate income for us.

## Reserves policy

The reserves policy specifically takes into account:

- Risks associated with each stream of income and expenditure being different from that budgeted.
- Planned activity level which may have an impact on reserves should a shortfall in expected income occur.
- The Charity's future commitments.

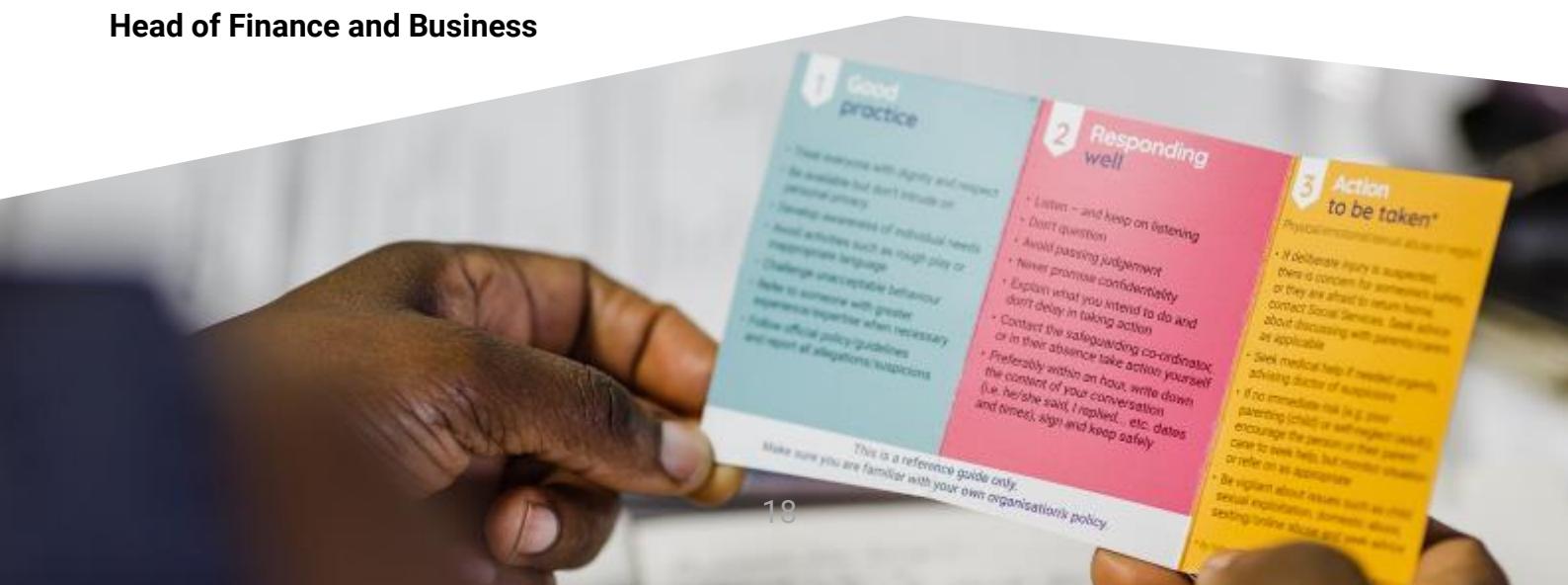
The financial reserves set aside will provide financial stability and the means for the development of principal activities. It is intended to maintain undesignated liquid funds (cash or other easily liquidated reserves) as at a level which is equivalent to at least three months expenditure. Based on the 2022 accounts this equates to approximately £748k (2021 was: £595k and the forecast for 2023: £773k). The remainder of these reserves are used to supplement our cashflow while we see budget deficits.

The calculation of the required level of reserves is an integral part of the organisations planning, budgeting and forecast cycle. The Trustees regularly review the amount of funds required to ensure they are adequate to fulfil the Charity's continuing obligations.

Further details of our accounts can be found in the accompanying financial statements.

## Clare Veal

### Head of Finance and Business



## Structure, Governance and Management

**Governing document:** Thirtyone:eight is a registered charity and a Company limited by guarantee, without share capital. It is governed by its Trustees (the Directors). The governing document is its Memorandum and Articles of Association. These were updated in November 2019 to include the simplification of Trustees' terms of office, the ability for remote meetings and changes in language to reflect current terms. The charity is registered with the Charity Commission in England and Wales, and the Scottish Charities Regulator.

**The Board of Trustees:** The Board consists of a maximum of 9 Trustees, dependent on recruitment of suitable candidates. New trustees are recruited as vacancies arise by following a safer recruitment process, which includes candidates being interviewed and references taken before being invited to participate in Board meetings before a final decision on appointment is reached by the full Board. Trustees' tenure is for a period of 3 years. Members can stand for re-election by the Board for a maximum of three terms.

The Board annually considers the mix of skills, knowledge and experience it needs to govern, lead and deliver the charity's purposes effectively. It endeavours to reflect this mix in its trustee appointments, balancing the need for continuity with the need to refresh the Board. Trustees receive an appropriately resourced induction when they join the Board. Trustees are given the opportunity to have ongoing learning and development. The full Board meet quarterly and, in addition, the Executive Committee, comprising the Chair and the Vice Chair and the Joint CEOs, meet four times.

Whilst it is acknowledged that the Board take ultimate responsibility for the activity of the charity, delegations are set to the 'lowest appropriate responsible person' to facilitate efficient and effective day to day running of the organisation. These are clearly set out in our Internal Controls Policy and Practice.

**Pay policy for key management:** The key management for the charity comprises the Trustees and the Joint Chief Executives. Remuneration and benefits are determined based on performance and periodic peer sector benchmarking. In the case of the Chief Executives, this power is delegated to the Trustees, and for other management personnel, pay and benefits are determined by the Chief Executives, subject to an overall budget and framework agreed by Trustees.

## Administrative details

<b>Registered charity name:</b>	Thirtyone:eight (formerly Churches' Child Protection Advisory Service)
<b>Charity registration number:</b>	1004490 (England and Wales) SC040578 (Scotland)
<b>Company registration number:</b>	02646487
<b>Principal and Registered office:</b>	2 Rosedale Nursery Offices, College Road, Hextable, Kent, BR8 7LT

### Trustees

Judith Davey-Cole (Appointed 31.03.23)

Peter Wharrad

Kathleen Marie Hallisey (Appointed 23.01.23)

Nicholas Donaldson (Appointed 23.01.23)

Paul Anthony Eeles (Appointed 23.01.23)

Oliver Home

Julie Douglas

Dr Tanya Herring (Resigned 24.07.23)

### Joint Chief Executives

Justin Humphreys (Safeguarding)

Steve Ball (Operations)

### Auditor

Azets Audit Services,  
First Floor, River House, 1 Maidstone  
Road, Sidcup, Kent, DA14 5RH

### Investment Managers

Rathbones,  
159 New Bond Street, London,  
W1S 2UD

### Bankers

Barclays Bank plc,  
8 - 14 Darwen Street, Blackburn,  
BB2 2BZ

### Solicitors

Bates Wells,  
10 Queen Street Place, London,  
EC4R 1BE

In accordance with the company's articles, a resolution proposing that Azets Audit Services be reappointed as auditor of the company will be put at a General Meeting.

### Disclosure of information to auditors

Each of the trustees has confirmed that there is no information of which they are aware which is relevant to the audit, but of which the auditor is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the auditors are aware of such information.

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

**Approved by order of the board of trustees on  
01 November 2023 and signed on its behalf by:**



Peter Wharrad  
(Chair of Trustees)

## Report of the Independent Auditors to the Trustees and Members of Thirtyone:eight

### Opinion

We have audited the financial statements of Thirtyone:Eight (the 'charitable company') for the year ended 31 March 2023 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 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 2023 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

In auditing the financial statements, we have concluded that the Trustees use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Trustees with respect to going concern are described in the relevant sections of this report.

### 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. The Trustees are responsible for the other information contained within the annual report. 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. 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 course of 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 this gives rise to a material misstatement in the financial statements themselves. 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 and the incorporated Strategic Report prepared for the purpose of company law for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Trustees' Report and the incorporated Strategic Report have been prepared in accordance with applicable legal requirements.

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

In the light of the 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 and the incorporated Strategic Report.

We have nothing to report in respect of the following matters where 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.

## **Responsibilities of trustees**

As explained more fully in the Statement of Trustees' responsibilities set out on page 14, 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.

## **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.

## **Extent to which the audit was considered capable of detecting irregularities, including fraud**

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above and on the Financial Reporting Council's website, to detect material misstatements in respect of irregularities, including fraud.

We obtain and update our understanding of the entity, its activities, its control environment, and likely future developments, including in relation to the legal and regulatory framework applicable and how the entity is complying with that framework. Based on this understanding, we identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. This includes consideration of the risk of acts by the entity that were contrary to applicable laws and regulations, including fraud.

In response to the risk of irregularities and non-compliance with laws and regulations, including fraud, we designed procedures which included:

- Enquiry of management and those charged with governance around actual and potential litigation and claims as well as actual, suspected and alleged fraud;
- Reviewing minutes of meetings of those charged with governance;
- Assessing the extent of compliance with the laws and regulations considered to have a direct material effect on the financial statements or the operations of the company through enquiry and inspection;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations;
- Performing audit work over the risk of management bias and override of controls, including testing of journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for indicators of potential bias.

As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the charitable company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charitable company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the charitable company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation (ie. gives a true and fair view).

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

### **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.

*Azets Audit Services Limited*

**Michelle Wilkes FCA**  
**Senior Statutory Auditor**

For and on behalf of Azets Audit Services, First Floor, River House, 1 Maidstone Road, Sidcup, Kent DA14 5RH Date:

Thirtyone:Eight

Statement of Financial Activities  
(Incorporating an Income and Expenditure Account)  
for the Year Ended 31 March 2023

		Unrestricted	Restricted	Total	Total
	Notes	£	£	31.3.23	Unrestricted
				£	31.3.22
					£
<b>INCOME AND ENDOWMENTS FROM</b>					
Donations	2	14,013	32,026	46,039	17,385
Charitable activities	3	2,823,126	-	2,823,126	2,523,389
Other trading activities	4	5,022	-	5,022	3,081
Investment income	5	27,696	-	27,696	24,015
		<hr/>	<hr/>	<hr/>	<hr/>
<b>Total</b>		<b>2,869,856</b>	<b>32,026</b>	<b>2,901,882</b>	<b>2,567,870</b>
<b>EXPENDITURE ON</b>					
Raising funds	6	6,988	20,000	26,988	7,340
<b>Charitable activities</b>					
Consultancy	6	372,056	-	372,056	358,549
Disclosures and helpline		2,317,920	10,226	2,328,146	1,986,064
Membership		6,435	-	6,435	7,709
Training		255,155	-	255,155	283,603
		<hr/>	<hr/>	<hr/>	<hr/>
<b>Other trading activities</b>	6	<b>1,941</b>	<b>-</b>	<b>1,941</b>	<b>1,559</b>
		<hr/>	<hr/>	<hr/>	<hr/>
<b>Total</b>	6	<b>2,960,495</b>	<b>30,226</b>	<b>2,990,721</b>	<b>2,644,824</b>
		<hr/>	<hr/>	<hr/>	<hr/>
<b>Net (deficit)/surplus before (losses)/gains on revaluation of investments</b>	12	<b>(90,639)</b>	<b>1,800</b>	<b>(88,839)</b>	<b>83,212</b>
<b>Other recognised gains (Losses)/Gains on revaluation of investments</b>	12	<b>(60,086)</b>	<b>-</b>	<b>(60,086)</b>	<b>83,212</b>
		<hr/>	<hr/>	<hr/>	<hr/>
<b>Net movement in funds</b>		<b>(150,725)</b>	<b>1,800</b>	<b>(148,925)</b>	<b>6,258</b>
<b>RECONCILIATION OF FUNDS</b>					
Total funds brought forward		1,613,690	-	1,613,690	1,607,432
		<hr/>	<hr/>	<hr/>	<hr/>
<b>TOTAL FUNDS CARRIED FORWARD</b>		<b>1,462,965</b>	<b>1,800</b>	<b>1,464,765</b>	<b>1,613,690</b>
		<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

All transactions are derived from continuing activities.

All recognised gains and losses are included in the Statement of Financial Activities.

Thirtyone:Eight

Balance Sheet  
At 31 March 2023

	Notes	31.3.23 £	31.3.22 £
<b>FIXED ASSETS</b>			
Intangible assets	10	108,540	141,838
Tangible assets	11	18,480	13,143
Investments	12	<u>1,043,586</u>	<u>1,157,615</u>
		1,170,606	1,312,596
<b>CURRENT ASSETS</b>			
Debtors	13	271,055	248,691
Cash at bank		<u>255,733</u>	<u>257,167</u>
		526,788	505,858
<b>CREDITORS</b>			
Amounts falling due within one year	14	(232,629)	(204,764)
		<u>294,159</u>	<u>301,094</u>
<b>NET CURRENT ASSETS</b>			
		<u>294,159</u>	<u>301,094</u>
<b>NET ASSETS</b>			
		<u>1,464,765</u>	<u>1,613,690</u>
<b>FUNDS</b>			
Unrestricted funds		1,335,945	1,458,709
Restricted funds	17	1,800	-
Designated funds	16	<u>127,020</u>	<u>154,981</u>
<b>TOTAL FUNDS</b>		<u>1,464,765</u>	<u>1,613,690</u>

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial statements were approved by the Board of Trustees on 01 November 2023 and were signed on its behalf by:



P Wharrad -Trustee

Thirtyone:Eight

Cash Flow Statement

for the Year Ended 31 March 2023

	Notes	31.3.23 £	31.3.22 £
<b>Cash flows from operating activities:</b>			
Cash generated from operations	20	<u>(43,165)</u>	<u>(69,415)</u>
<b>Net cash flow from operating activities</b>		<u>(43,165)</u>	<u>(69,415)</u>
<b>Cash flows from investing activities:</b>			
Purchase of tangible fixed assets		(12,607)	(7,501)
Purchase of intangible fixed assets		(27,301)	(84,940)
Purchase of fixed asset investments		(160,993)	(456,518)
Sale of fixed asset investments		214,936	614,902
Interest received		<u>27,696</u>	<u>24,015</u>
<b>Net cash provided by investing activities</b>		<u>41,731</u>	<u>89,958</u>
<b>Change in cash and cash equivalents in the reporting period</b>		(1,434)	20,543
<b>Cash and cash equivalents at the beginning of the reporting period</b>		257,167	236,624
<b>Cash and cash equivalents at the end of the reporting period</b>		<u>255,733</u>	<u>257,167</u>

## **1. ACCOUNTING POLICIES**

### **1.1 Basis of preparing the financial statements**

Thirtyone:Eight is a registered charitable company in the United Kingdom. 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 address of the registered office is given in the charity information on page 21 of these financial statements. The nature of the charity's operations and principal activities is the provision of education and resources primarily, but not exclusively, for safeguarding children, vulnerable adults and those affected by abuse.

The charity constitutes a public benefit entity as defined by FRS 102. 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 issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Accounting Practice.

The financial statements are prepared on a going concern basis under the historical cost convention, modified to include certain items at fair value. The financial statements are prepared in sterling which is the functional currency of the charity.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

### **1.2 Fund accounting**

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

Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside for a specific purpose. Restricted funds are donations which the donor has specified are to be solely used for the particular areas of the charity's work. Further details of each fund as shown in note 17.

### **1.3 Income**

All income is included in the Statement of Financial Activities (SoFA) when the charity is legally entitled to the income after any performance conditions have been met, the amount can be measured reliably and it is probable that the income will be received.

- Membership income is invoiced annually and is accounted for in the month that it is received
- Training income is accounted for in the month it is receivable
- Consultancy income is accounted for in the month it is receivable
- Donations are recognised when they are received and any income tax recoverable in relation to donations received under gift aid is recognised at the time of the donation.
- Disclosure checks are billed the month after the disclosure check is completed

#### **1.4 Expenditure**

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably. It is categorised under the following headings:

- Costs of generating funds are those costs incurred in attracting voluntary income.
- Charitable expenditure comprises those costs incurred by the charitable company in the delivery of its activities and services for beneficiaries. It includes both costs allocated directly to such activities and those costs of an indirect nature necessary to support them.
- Support costs have been allocated on the basis of time, with the exception of general costs, which are allocated on a usage basis.
- Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charitable company.

Grants offered subject to conditions which have not been met at the year end date are noted as a commitment but not accrued as expenditure.

Irrecoverable VAT is charged as an expense against the activity for which expenditure arose.

#### **1.5 Allocation and apportionment of costs**

Support costs are those that assist the work of the charity but do not directly represent charitable activities and include office costs, governance costs, administrative payroll costs. They are incurred directly in support of expenditure on the objects of the charity and include project management carried out at Head Office. Where support costs cannot be directly attributed to particular headings they have been allocated to cost of raising funds and expenditure on charitable activities on a basis consistent with use of the resources for example, allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by their usage. See note 6.

#### **1.6 Intangible fixed assets**

Intangible fixed assets relates to the capitalisation of the CRM database and website development costs. Amortisation is provided at 20% straight line in order to write off each asset over its estimated useful life.

#### **1.7 Tangible fixed assets**

Tangible fixed assets are stated at cost or valuation less accumulated depreciation and accumulated impairment losses. Cost includes costs directly attributable to making the asset capable of operating as intended. Fixed assets below £500 are not capitalised.

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Fixtures and fittings	- 25% straight line
Motor vehicles	- 25% straight line

### **1.8 Fixed Asset Investments**

Investments are recognised initially at fair value which is normally the transaction price excluding transaction costs. Subsequently, they are measured at fair value with changes recognised in 'net gains / (losses) on investments' in the SoFA if the shares are publicly traded or their fair value can otherwise be measured reliably. Other investments are measured at cost less impairment.

### **1.9 Debtors**

Trade and other debtors are recognised at the amount due less any provision for bad or doubtful debts.

### **1.10 Creditors**

Creditors 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 are recognised at their settlement amounts.

### **1.11 Hire purchase and leasing commitments**

Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight line basis over the period of the lease.

### **1.12 Pension costs and other post-retirement benefits**

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

### **1.13 Going Concern**

The trustees have assessed the financial position of the charity, the assumptions made in the preparation of its budgets and forecasts and the financial risks it faces. Based on this and the level of reserves held the trustees conclude that it is appropriate to prepare the financial statements on a going concern basis.

Our performance shows a significant improvement on our recent financial years, and it was also ahead of our budget. Our decision to invest in our staffing further in the upcoming year has been carefully considered and the implications on our expenditure calculated.

Our investments portfolio is currently worth £1m. This leaves us with a comfortable amount to fund our predicted deficit budget over the next few years until we get back to a balanced budget.

We have sufficient amount in our current and savings accounts to fund the day to day operation of the charity and are able to quickly liquidise our investments if needed.

These considerations lead us to conclude that the charity will comfortably continue as a going concern for at least 12 months.

#### **1.14 Taxation**

The charity is an exempt charity within the meaning of schedule 3 of the Charities Act 2011 and is considered to pass the tests set out in Paragraph 1 Schedule 6 Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes.

#### **1.15 Judgement and key sources of estimation uncertainty**

Accounting estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. The Foundation makes estimates and assumptions concerning the future. The resulting accounting estimates and assumptions will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below.

##### *Useful economic lives of intangible and tangible assets*

The annual amortisation/depreciation charge for tangible assets is sensitive to changes in the estimated useful economic lives and residual values of the assets. The useful economic lives and residual values are reassessed annually. They are amended when necessary to reflect current estimates, based on technological advancement, future investments, economic utilisation and the physical condition of the assets. See notes 10 and 11 for the carrying amount of the website development and software and property plant and equipment, and notes 1.6 and 1.7 for the useful economic lives for each class of assets.

#### **1.16 Government grants**

Government grants are recognised at the fair value of the asset received or receivable when there is reasonable assurance that the grant conditions will be met and the grants will be received.

A grant that specifies performance conditions is recognised in income when the performance conditions are met. Where a grant does not specify performance conditions it is recognised in income when the proceeds are received or receivable. A grant received before the recognition criteria are satisfied is recognised as a liability.

## **2. DONATIONS**

	31.3.23	31.3.22
	£	£
Donations	37,822	13,174
Gift aid	<u>8,217</u>	<u>4,211</u>
	<u>46,039</u>	<u>17,385</u>

Thirtyone:Eight

Notes to the Financial Statements - continued  
for the Year Ended 31 March 2023

**3. INCOME FROM CHARITABLE ACTIVITIES**

	31.3.23	31.3.22
	£	£
Consultancy	259,227	202,748
Disclosures and helpline	1,351,999	1,205,294
Membership	891,675	816,743
Training	314,335	300,660
Other	<u>5,890</u>	<u>(2,056)</u>
	<u><u>2,823,126</u></u>	<u><u>2,523,389</u></u>

**4. OTHER TRADING ACTIVITIES**

	31.3.23	31.3.22
	£	£
Merchandise	<u>5,022</u>	<u>3,081</u>

**5. INVESTMENT INCOME**

	31.3.23	31.3.22
	£	£
Income from listed investments	27,601	23,954
Deposit account interest	<u>95</u>	<u>61</u>
	<u><u>27,696</u></u>	<u><u>24,015</u></u>

**6. EXPENDITURE ON CHARITABLE ACTIVITIES**

	Staff costs	Direct costs	Support costs	Total 31.03.23	Total 31.03.22
<b>Raising funds</b>	-	26,988	-	26,988	7,340
<b>Charitable expenditure</b>					
Consultancy	223,758	82,990	64,138	370,886	358,549
Disclosures and helpline	1,116,644	870,888	334,510	2,322,042	1,986,064
Membership	-	6,435	-	6,435	7,709
Training	109,407	75,272	77,772	262,451	283,603
	<u>1,449,809</u>	<u>1,035,585</u>	<u>476,420</u>	<u>2,961,814</u>	<u>2,635,925</u>
<b>Other trading activities</b>					
Merchandise	-	676	1,243	1,919	1,559
	<u>1,449,809</u>	<u>1,063,249</u>	<u>477,663</u>	<u>2,990,721</u>	<u>2,644,824</u>

Thirtyone:Eight

Notes to the Financial Statements - continued  
for the Year Ended 31 March 2023

**6a. SUPPORT COSTS**

	31.03.23	31.03.22
Rent	79,809	79,579
Rates	1,844	1,664
Staff training and welfare	25,768	21,948
Recruitment	2,452	3,035
Utilities	6,639	3,991
Advertising, publicity, marketing and exhibition costs	31,413	15,314
Publications and design	14,904	17,362
Vehicle expenses	11,385	14,374
Catering	1,160	865
Cleaning	6,763	5,347
Computer expenses	56,039	43,478
Insurance	8,375	7,943
Postage and stationery	10,985	11,111
Photocopier	3,971	4,956
Repairs	10,548	5,290
Storage	-	4,723
Telephone	12,262	9,370
Meeting costs	14,945	4,060
Project development	23,119	23,376
Bank charges	21,536	17,905
Licences	20,789	20,706
Subscriptions	3,660	4,216
Sundry expenses	3,374	858
Depreciation	7,271	9,542
Amortisation	60,600	40,843
Loss on disposal of intangible assets	-	5,870
Professional fees	-	7,485
Governance (note 6b)	37,962	21,228
	<u>477,663</u>	<u>406,439</u>

**6b. GOVERNANCE COSTS**

	31.03.23	31.03.22
Auditor's remuneration	9,000	8,363
Auditor's remuneration – previous years	(83)	455
Auditor's remuneration – non audit services	2,573	1,192
Professional fees	15,940	7,726
Other	10,532	3,492
	<u>37,962</u>	<u>21,228</u>

Thirtyone:Eight

Notes to the Financial Statements - continued  
for the Year Ended 31 March 2023

**7. NET EXPENDITURE FOR THE YEAR**

This is stated after charging:

	31.3.23	31.3.22
	£	£
Depreciation - owned assets	7,271	9,542
Amortisation	60,600	40,843
Auditors' remuneration	11,490	10,010
Other operating leases	<u>79,809</u>	<u>76,816</u>

**8. STAFF COSTS**

	31.3.23	31.3.22
	£	£
Wages and salaries	1,261,700	1,117,930
Social security costs	122,494	102,044
Other pension costs	57,377	53,049
Health care	7,039	7,274
Staff support fund cost	1,200	-
Redundancy	<u>-</u>	<u>2,405</u>
	<u>1,449,809</u>	<u>1,282,702</u>

The average monthly number of employees, by headcount, during the year was as follows:

	31.3.23	31.3.22
Consultancy	7	7
Disclosures and helpline	14	11
Training	4	3
Support	<u>15</u>	<u>15</u>
	<u>40</u>	<u>36</u>

The number of employees who received emoluments in excess of £60,000 was as follows:

	31.3.23	31.3.22
£60,000 - £70,000	2	1

The total amount of employee benefits received by the key management personnel including employer's pension and national insurance contributions is £151,029 (2022 - £139,581).

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Notes to the Financial Statements - continued  
for the Year Ended 31 March 2023

**9. TRUSTEES' REMUNERATION AND REIMBURSED EXPENSES**

The following transactions took place in the year:

No Trustees received remuneration during the year was nil (2022 : none). Six Trustees received reimbursement of expenses during the year amounting to £1,069 (2022 – £800) for travel, subsistence and accommodation.

Trustees indemnity insurance was taken out during the year but as part of a larger combined policy and the cost relating to this policy is not separately identifiable.

**10. INTANGIBLE FIXED ASSET**

	Software & Website Development £
<b>COST</b>	
At 1 April 2022	259,373
Additions	27,301
	-----
At 31 March 2023	286,675
	-----
<b>AMORTISATION</b>	
At 1 April 2022	117,535
Charge for year	60,600
	-----
At 31 March 2023	178,135
	-----
<b>NET BOOK VALUE</b>	
At 31 March 2023	108,540
	-----
At 31 March 2022	141,838
	-----

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Notes to the Financial Statements - continued  
for the Year Ended 31 March 2023

**11. TANGIBLE FIXED ASSETS**

	Fixtures and fittings £	Motor vehicles £	Total £
<b>COST</b>			
At 1 April 2022	140,658	33,160	173,818
Additions	12,607	-	12,607
At 31 March 2023	<u>153,265</u>	<u>33,160</u>	<u>186,425</u>
<b>DEPRECIATION</b>			
At 1 April 2022	128,481	32,194	160,675
Charge for year	6,442	829	7,271
At 31 March 2023	<u>134,923</u>	<u>33,022</u>	<u>167,945</u>
<b>NET BOOK VALUE</b>			
At 31 March 2023	<u>18,342</u>	<u>138</u>	<u>18,480</u>
At 31 March 2022	<u>12,177</u>	<u>966</u>	<u>13,143</u>

Thirtyone:Eight

Notes to the Financial Statements - continued  
for the Year Ended 31 March 2023

**12. FIXED ASSET INVESTMENTS**

	Cash	Listed	2023	2022
	£	Investments	Total	Total
	£	£	£	£
At 1 April 2022	25,485	1,132,130	1,157,615	1,232,787
Additions	-	88,075	88,075	448,257
Disposals	-	(214,936)	(214,936)	(614,902)
Movement in cash balance	72,918	-	72,918	8,261
Revaluations	-	(60,086)	(60,086)	83,212
	<u>98,403</u>	<u>945,183</u>	<u>1,043,586</u>	<u>1,157,615</u>
Historical cost		<u>911,939</u>		<u>1,023,142</u>
		31.3.23	31.3.22	
		£	£	
Fixed interest		134,046	139,361	
Equities		325,549	396,603	
Overseas Equities		329,098	400,792	
Alternatives		156,488	195,374	
Cash		<u>98,403</u>	<u>25,485</u>	
		<u>1,043,586</u>	<u>1,157,615</u>	

The charity held the following material investments (in excess of 5% of valuation)

	31.3.23	31.3.22
	£	£
Capital International Management	68,666	68,809
ISHARES PLC	<u>78,221</u>	<u>77,906</u>

Thirtyone:Eight

Notes to the Financial Statements - continued  
for the Year Ended 31 March 2023

<b>13. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR</b>	31.3.23	31.3.22
	£	£
Trade debtors	188,820	181,243
Prepayments and accrued income	<u>82,235</u>	<u>67,448</u>
	<u>271,055</u>	<u>248,691</u>
<b>14. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR</b>	31.3.23	31.3.22
	£	£
Trade creditors	124,004	120,929
Other taxes and social security	80,699	61,664
Other creditors	10,319	8,711
Accruals	<u>17,607</u>	<u>13,460</u>
	<u>232,629</u>	<u>204,764</u>

Thirtyone:Eight

Notes to the Financial Statements - continued  
for the Year Ended 31 March 2023

**15. DEFINED CONTRIBUTION PENSION SCHEME**

The charity operates a defined contribution pension scheme. The pension cost charge for the period represents contributions payable by the charity to the scheme and amounted to (2022 - £53,049).

At 31 March 2023 there were unpaid contributions amounting to £10,320 (2022: £8,711)

**16. DESIGNATED FUNDS**

<b>Current year</b>	<b>At 1.4.22</b>	<b>New designation</b>	<b>Designation released</b>	<b>At 31.3.23</b>
	£	£	£	£
<b>Designated fund</b>				
Fixed assets	<u>154,981</u>	<u>-</u>	<u>(27,961)</u>	<u>127,020</u>

The fixed asset fund relates to funds held in intangible and tangible fixed assets, that are not available for charitable expenditure.

**Prior year**

	<b>At 1.4.21</b>	<b>New designation</b>	<b>Designation released</b>	<b>At 31.3.22</b>
	£	£	£	£
<b>Designated fund</b>				
Fixed assets	<u>118,795</u>	<u>36,186</u>	<u>-</u>	<u>154,981</u>

Notes to the Financial Statements - continued  
for the Year Ended 31 March 2023

**17. RESTRICTED FUNDS**

	At 1.4.22	Income	Expenditure	At 31.3.23
	£	£	£	£
Safeguarding helpline	-	5,000	(5,000)	-
Support fund	-	300	(300)	-
IT equipment	-	2,526	(2,526)	-
Research assistant	-	24,200	(22,400)	1,800
	-	32,026	30,226	1,800

**Safeguarding helpline**

Funding to allow us to continue to offer the services of the safeguarding helpline free of charge to anyone who calls.

**Support fund**

Funding to allow us to offer a reduced membership fee to organisations with low or zero income who are struggling to pay our standard membership fee.

**IT equipment**

Funding to assist with new IT equipment for new starters.

**Research assistant**

Funding from University of Kent to fund a new research assistant.

**18. ANALYSIS OF NET ASSETS BETWEEN FUNDS**

Current Year	Unrestricted funds	Designated funds	Restricted funds	Total
	£	£	£	£
Fixed assets	1,043,586	127,020	-	1,170,606
Cash and current investments	253,933	-	1,800	255,733
Other current assets	271,055	-	-	271,055
Creditors more within one year	(232,629)	-	-	(232,629)
Total	1,335,945	127,020	1,800	1,464,765

## 18. ANALYSIS OF NET ASSETS BETWEEN FUNDS

Previous year	Unrestricted funds	Designated funds	Restricted funds	Total
	£	£	£	£
Fixed assets	1,157,615	154,981	-	1,312,596
Cash and current investments	257,167	-	-	257,167
Other current assets	248,691	-	-	248,691
Creditors more within one year	(204,764)	-	-	(204,764)
Total	1,458,709	154,981	-	1,613,690

## 19. MEMBERS' LIABILITY

The charity is a private company limited by guarantee and consequently does not have share capital. Each of the members is liable to contribute an amount not exceeding £1 towards the assets of the charity in the event of liquidation.

Notes to the Financial Statements - continued  
for the Year Ended 31 March 2023

**20. RECONCILIATION OF NET INCOME/(EXPENDITURE) TO NET CASH FLOW FROM OPERATING ACTIVITIES**

	31.3.23	31.3.22
	£	£
<b>Net expenditure for the reporting period (as per the statement of financial activities)</b>	(88,839)	(76,954)
<b>Adjustments for:</b>		
Depreciation charges	7,271	9,542
Amortisation	60,600	40,843
Loss on disposal of intangible assets	-	5,870
Investment income	(27,696)	(24,015)
(Increase) in debtors	(22,364)	(53,626)
Increase in creditors	<u>27,863</u>	<u>28,925</u>
<b>Net cash provided by used in operating activities</b>	<u>(43,165)</u>	<u>(69,415)</u>

**21. LEASING AGREEMENTS**

Minimum lease payments under non-cancellable operating leases fall due as follows:

	31.3.23	31.3.22
	£	£
<b>Land and buildings</b>		
Within one year	83,447	72,196
Between one and five years	204,141	211,104
In more than five years	<u>57,439</u>	<u>79,560</u>
	<u>345,027</u>	<u>362,860</u>

**22. RELATED PARTY DISCLOSURES**

There were no related party transactions during the current or preceding year.

**23. CAPITAL COMMITMENTS**

	31.3.23	31.3.22
	£	£
Expenditure contracted for but not provided in the accounts	<u>22,000</u>	<u>-</u>



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or visit [thirtyoneeight.org](http://thirtyoneeight.org)  
follow us @thirtyoneeight  
PO Box 133, Swanley, Kent, BR8 7UQ



**Thirtyone:eight**

England & Wales - Charity number 1004490

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# Accounts

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# Thirtyone:eight

## Impact report 2021-22

*“Safeguarding children is everyone’s business and protection only works if it comes with help that can address the concerns people are worried about.”*

Josh MacAlister, Chair of the Independent Review of Children’s Social Care

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## Creating Safer Places. Together.

Trusted for over 45 years, Thirtyone:eight is the UK's only award-winning independent Christian safeguarding charity which helps individuals, organisations, charities, faith and community groups to protect vulnerable people from abuse.

We believe that every person has inherent worth and deserves to live free from abuse. Our vision is a world where every child and adult can feel, and be, safe. To achieve this vision, we work together with a network of thousands of organisations across the UK, to help equip, empower and encourage them to create safer places.

We provide organisations, charities, faith and community groups with an affordable and complete safeguarding solution which includes training, consultancy, DBS checks, a safeguarding helpline and support for UK-based organisations working internationally so that vulnerable people can be effectively protected from harm and abuse. We are leading experts in safeguarding, with specialist expertise in faith settings. We work with government and statutory bodies to inform legislation and promote high standards in safeguarding practice. Join us.

### Partnerships, memberships and associations

We are privileged to work closely with the following organisations and bodies in order to fulfil our mission to protect vulnerable people:

- Association of Child Protection Professionals (AoCPP)
- CEOP (the Child Exploitation and Online Protection Centre)
- Christian Forum for Safeguarding (CFS)
- Christian Helplines Association (CHA)
- Churches Together in England (CTE)
- CPD Certification Service
- Evangelical Alliance (EA)
- Global Connections and MAP
- Helplines Partnership
- Helplines Network Northern Ireland
- International Society for the Prevention of Child Abuse & Neglect (ISPCAN)
- National Working Group on Child Abuse Linked to Faith or Belief
- National Youth Agency
- Northern Ireland Council for Voluntary Action (NICVA)
- Stop Child Witchcraft Accusations Forum
- UK Council for Child Internet Safety (UKCCIS)
- Welsh Christian Safeguarding Forum (WCSF)

We provide the Secretariat for the All-Party Parliamentary Group on Safeguarding in Faith Settings

## Protecting vulnerable people in a post-pandemic world – a message from our Chair

**Proverbs 31:8** calls us to 'speak out on behalf of the voiceless, and for the rights of all who are vulnerable'. This gives us our name and our mission – but what does that mean in our post-pandemic world?

The challenges are vast against the global backdrop of climate emergency, war, famine, poverty and diminution of human rights. So, the question is almost – where do we start? Our work at Thirtyone:eight is driven by the importance of healthy relationships. Firstly, our relationship with God – and secondly our relationship with each other. These are the commandments from Jesus recorded in Matthew 22:37–40 and they are essential for us in our work. This drives our work with our members, but also how we manage internally the work of the Board and staff.

Unfortunately, we still see far too many examples across the world and in our own communities and relationships where power is misused, resulting in abuse in its many forms. It is only by speaking out and challenging these abuses of power that safeguarding can be effective, which is why we are called as an organisation to stand first alongside the victims and survivors of abuse, even though we recognise that perpetrators have too often been victims in their lives as well.

We're inspired by our members who, despite their own organisational challenges, are doing so much to create safer places around them. We've expanded and updated our offering to give members the tools, knowledge and confidence they deserve to raise safeguarding standards in their areas of activity, from updating our 10 Safeguarding Standards, to providing over 200 fully searchable resources in our members-only online Knowledge Hub. This is backed up by our range of safeguarding training and learning opportunities, now available across the UK and internationally. We drew heavily from our research and publications into international Christian work to develop both a new international safeguarding self-audit tool and specialist interactive webinar. We're delighted that the audit-tool and webinar have already received positive feedback.

Looking closer to home, we're pleased to see our campaigning work have an impact on legislation affecting young people. The recent changes to the Positions of Trust law, which were granted Royal Assent this year, mean that young people are better protected from abuse by those in positions of trust. Whereas before the law applied only to roles like teachers and social workers, it has been extended to includes roles such as faith leaders. This comes after our campaign work through the All-Party Parliamentary Group (APPG) on Safeguarding in Faith Settings, which we provided the Secretariat for, and highlights the impact of working collaboratively with like-minded organisations – one of our core values as a charity.

I'll be standing down as Chair at this AGM, to hand over the reins into the very capable hands of Peter Wharrad, who has been Vice-Chair this year. He will be ably assisted by the existing Board members and our newly recruited trustees. I'm proud and thankful to have served as Chair. It has been a privilege to work with our members, and I look forward to members playing an ever more active role in the organisation. I also want to record my thanks to all the staff and volunteers. Their dedication and commitment are the bedrock of the success of the organisation, working with both our excellent CEOs, Steve and Justin. I look forward to seeing Thirtyone:eight grow and thrive in our mission to create safer places for all in our post-pandemic, still uncertain, world.

**Bridget Robb**  
**Chair of trustees**

## What our members have said about us this year

"As a teacher throughout my working life I have suffered many painful training evenings and days. This was some of the best delivered and most **informative** training that I have attended." **Training delegate feedback**

"Great learning and **relevant** to foodbanks. So helpful." **Trussel Trust**

"Speedy access via phone number. Felt very well **heard** and complex situation grasped by advisor." **Helpline caller**

"It has highlighted our priorities and given us confidence that we are filling the gaps identified." **Safeguarding consultancy user**

"I highly recommend [this course] to designated safeguarding leads. Also, having done a lot of safeguarding training over the years and usually coming out afterwards feeling weighed down, this training actually felt **empowering** and gave me confidence in dealing with a major safeguarding issue literally the day after the course finished!" **Training delegate feedback**

"Thank you so much for all your help and advice as to the best way forward for our Sunday school and what would be best practice for our volunteers; you made it all much clearer and as a lead co-ordinator, made my task much easier. Like yourself, all the staff have been exceptionally helpfully throughout my phonecalls and in particular. Thank you." **New lead recruiter, Thirtyone:eight member church**

"Having the backup of a Christian professional organisation that is easy to contact, responds quickly and gives practical and understandable advice is paramount to us to being able to fulfil our ministry to young people." **Helpline caller**

"I was very impressed with every aspect of the course... the thing that stood out most to me, having done secular courses in schools for the last 15 years, was how carefully the content had been chosen. At no point did it feel that the stories and case studies had been selected to alarm or scare us into following the rules. They were carefully selected to help us to understand the type of situations that we might face and how would need to go about doing them. Have faced what I can only call scaremongering it was very encouraging to leave the course feeling **empowered** and **motivated** to make sure that we offer the best possible protection for the children and adults in our care to – rather than wishing I didn't have this job. Thank you." **Training delegate feedback**

"I've done many, many, many safeguarding courses as a teacher and trainee psychotherapist and thought this was outstanding!! ....Delivered strongly but sensitively – very impressed." **Training delegate feedback**

"Usually safeguarding training can be heavy or uncomfortable, and leave you needing to process for the rest of the day. But this training not only equipped us with what we need to work but seemed more **positive**." **Training delegate feedback**

"It was all very useful. It gave me time to try and work out what was going on in my head in a safe way, with a very helpful listener. She was understanding, patient and encouraging. Thank you so much." **Listening service caller**

“We now have a really solid set of recommendations to work towards that will definitely make our church safer. We are really grateful for this.” **Safeguarding consultancy user**

## Safeguarding through a global pandemic and beyond

**The effects of COVID-19 on us and our members have been significant. While some organisations have managed to be agile and adapt, others sadly have not been so resilient. Thirtyone:eight’s initial response was decisive. We continued to innovate and adapt to ensure that our members and users received the help and support they needed.**

Disruption can be a good thing if channelled positively. During this past year, we have taken time to reflect on our response, put new processes and delivery methods in place and explore our wider structure to ensure we came out of the pandemic in a much stronger position than when we entered. This has resulted in new ways of working and extra resource going into key areas such as our Helpline, Safeguarding Advisors, Membership and Communications departments.

As we enter the new financial year all our services have not only bounced back to pre-pandemic levels, but we have also seen a substantial increase in the numbers of disclosures we have processed and calls to our helpline continue to grow. We are even better equipped to give our members and users the quality service they expect and deserve.

We will continue to develop into the new financial year and establish other new roles, which will give us greater capacity, resource in previously stretched departments and, crucially, will mean we can sustainably expand as demand grows.

The disruption of the pandemic also gave us an opportunity to explore how we deliver our services and innovate to meet an ever changing safeguarding and cultural landscape. Our staff have done a superb job in collaborating to keep services running while adapting to structural change. All this ensures we remain the go-to Christian safeguarding organisation and can continue to meet the needs of our users.

## Equipping Organisations

We **equip** society with the **knowledge and skills** to create safer environments for children and adults at risk.

Over the past year we have supported organisations and individuals as they have adapted to the rapidly changing circumstances and guidance issued by the government in the face of the pandemic.

*"Safeguarding is everyone's business. For faith-based organisations and communities, getting this right can be challenging but it must be at the heart of everything they do. Recognising the risks and understanding that abusers can hide in plain sight is more than a tick-box exercise, it's about culture and behaviour."* Paul Burstow, Chair, SCIE (Social Care Institute for Excellence)

### Sharing knowledge

Equipping organisations with the knowledge they need to make safer recruitment decisions about their workers remained one of our most relied upon services and we have recorded over 69,000 Enhanced, Standard and Basic DBS checks this past year.

*"Whenever I deal with Thirtyone:eight, they are friendly, very helpful, and always find an answer."*  
Disclosures helpline caller

We also share knowledge through our research programme, conducting relevant and timely research to inform safeguarding practice across the UK. The research we conducted into the impact of COVID-19 on safeguarding in churches and other organisations was published on 11 June last year. Key themes emerging from the research were presented at an online roundtable event, where we were joined by Lee Carmichael, Dr Lisa Oakley, Professor Moira Lafferty from the University of Chester, Diane Regan from Kintsugi Hope, and Bekah Legg from Restored.

### Skilling-up

One of the primary ways we work to skill-up organisations and workers is through the provision of safeguarding training. Our focus this year has been on developing our suite of online learning options including webinars and eLearning so that safeguarding practitioners can feel more confident in their roles and responsibilities.

Our interactive webinars cover the full range of our training offer, delivered across day times, evenings and Saturdays. Our team of self-employed trainers remain committed and flexible alongside growing demand, and they have all grown in confidence in their ability to deliver webinars, many of them switching between host and co-host with ease and offering peer support for their own professional development.

### International Safeguarding

Last year we introduced our Self-audit tool for reviewing International safeguarding arrangements, available for members to download from our website. The template and accompanying guidance notes provide everything needed to develop effective safeguarding policy with overseas partners.

*"With the increased requirements from the Charity Commission to ensure that our overseas partner organisations are improving their own safeguarding standards, the recent work in Bulgaria using the new International Audit Tool has been invaluable. Not only has this process been ground-breaking for our partners, but it has definitely given us a greater understanding of our role and responsibilities in both the UK and abroad."*

*Chris Clarke, Trustee, Krasif Aid Charity.*

We also launched a new webinar, Safeguarding in an International Context, for those who oversee partnership relationships with organisations abroad, recruit and equip individuals to undertake mission trips to overseas partner projects, or for individuals undertaking mission trips themselves. Based on the findings of our ground breaking research into international Christian work, this course:

- Explored the complexities and challenges of safeguarding in an international context
- Helped delegates to understand their safeguarding responsibilities
- Helped them understand how to improve safeguarding practice in their own context
- Helped delegates understand to how build capacity in this area.

“Adapting from UK legislation to a policy for overseas that works well practically feels really hard. Feel far more empowered now that it is possible!” **International Safeguarding training delegate**

“So many gems to takeaway. It has sparked so many thoughts on how we apply [safeguarding policies] to our International trips.” **International Safeguarding training delegate**

## Empowering Society

We **empower** society to **respond appropriately** to those who are vulnerable or have experienced abuse.

We do this by being a shoulder to lean on for organisations and individuals so that they feel supported during these uncertain times.

### Responding

In the past year our safeguarding helpline had 4268 referrals and continues to be one of our most used services. Our dedicated helpline team guided and advised individuals and organisations on how to respond appropriately to issues of abuse, prevention and response. The helpline operates Monday to Friday (9am–5pm) with an ‘out of hours’ service operated for urgent calls. During this year, we helped 20,996 disclosure helpline callers, giving them expert advice and support. A review of the types of call we are receiving indicates that adult safeguarding concerns are on the increase, particularly mental health and domestic abuse.

We’ve also been the first point of contact for responding directly to victims and survivors by providing three designated helplines associated with our safeguarding reviews relating to high-profile cases.

### Specialist support

Year on year we see demand for our consultancy work increase and this year has been no exception. Much of our work has been conducted through online video meetings. More recently, there has been an increase in requests for audits and case reviews. These are complex safeguarding situations, and we are privileged to work in partnership with a wide range of organisations to help support, encourage and equip them with their safeguarding needs.

Along with the renewal of 15 existing annual service agreements – a tailored package of safeguarding services and support based around an organisation's needs, which runs for a minimum of 12 months and can be renewed annually – we are in the process of taking on two more. All 20 Diocese have renewed their annual agreement for telephone cover arrangements, and there’s been good uptake of telephone cover this past year.

We’ve seen more renewals of our Listening Support Service, which supports victims and survivors so that they feel listened to. The service helps adult victims and survivors of abuse talk through their experiences in confidence, think about what actions they may want to take, and supports them in taking any next steps. We've also offered this service alongside various support mechanisms for two major case reviews we completed last year to help victims and survivors of abuse as they’ve shared their stories. Our ‘out of hours’ cover ensures workers always have someone to speak to when they need advice so that they feel less alone.

### Independent Culture Review concerning The Titus Trust

One such case review was the Independent Culture Review concerning The Titus Trust. As a result of its findings, the review has made 14 recommendations. They explored good practice and failings in the different cultures of each of the Trust’s holiday groups and the culture of the Trust in general to help ensure they are creating a healthy culture for the future. Overall, 345 participants provided extensive information to the review that included many interviews, written submissions and several site visits (once COVID-19 restrictions had been lifted).

We’ve seen the impact that not dealing with safeguarding issues or abuse at the time of their discovery has had and the repercussions for victims and survivors that have followed. Some of the

recommendations made by our review will be challenging to implement as they go beyond surface changes, and are more about the core mission, values, and model of working.

However, recognising these challenges and pushing through them is where real opportunity lies – not just for The Titus Trust, but also for many organisations who can learn from this – as new models of working can be explored, providing fresh vision for future work with children and young people within a safer, healthier environment.

The Titus Trust issued the following in their statement about the review: “We commit ourselves to carefully considering the report’s recommendations in the coming months and to the implementation of decisions related to camps in time for summer 2022 so as to ensure that every aspect of our culture fosters a welcoming, safe and healthy environment for all.”

We thank all those who gave their time to contribute to this review and bravely shared their stories. We’re also excited by the opportunity this presents for wider learning, reflection and culture change, not only in The Titus Trust, but also across other churches, charities and organisations.

### **Independent Inquiry into Child Sexual Abuse (IICSA)**

In September last year, the Independent Inquiry into Child Sexual Abuse (IICSA) published the report from its investigation into child protection in religious organisations and settings, of which Thirtyone:eight was one of the core participants.

The report of the investigation, which obtained evidence from 38 religious organisations with a presence in England and Wales, details the key findings from the investigation and includes 35 conclusions and two recommendations.

The investigation found that “the current oversight of child protection within religious organisations and settings is one of patch work influence” and that there “was clear evidence that some standard setting and oversight is required” although what this may look like and how this might be legislated for will be looked at within the Final Report of the Inquiry.

Speaking following the publication of the report Justin Humphreys, joint Chief Executive at Thirtyone:eight said:

“At Thirtyone:eight we welcome the publication of this important report by the Inquiry and are grateful for the opportunity we’ve had to participate in the investigation as core participants and to share our learning and knowledge from working with faith organisations for over 40 years.

“We have been encouraged that the investigation has found much evidence of good safeguarding practice among faith groups and of the acknowledgement it gives to the impact religious organisations are having in communities through the provision of services particularly for children and young people. It was also good to have the important work by the All-Party Parliamentary Group (APPG) on Safeguarding in Faith Settings, for which Thirtyone:eight provided the secretariat, recognised within the report.

“Considering the complexity and breadth of task, we believe the report has done a good job in capturing most of the challenges faith and religious organisations face in implementing safeguarding within the context and settings of their work.

“The report clearly shows that many churches in this country have made significant progress to embedding child protection practices – including policy, safer recruitment, training, audit and evaluation - where these have perhaps not been evident across the broader religious and faith community. However, this should not leave us with any sense of complacency – there is still much more to be done.

"A great strength of the report is the voice it gives to victims and survivors of abuse. We should ensure that we all give careful consideration to the insight that these brave individuals have shared, especially around the many barriers to reporting abuse which have been identified in the report.

"Of particular note is the focus the report gives to the role of religious and faith leaders in communicating and reinforcing good understandings of safeguarding, as well as the need for guidance that is specifically relevant to faith and religious groups.

"We are pleased that the issues we have raised around regulated activity, the challenges of safer recruitment and of mandatory reporting have been heard, and that there appears to be a general consensus that faith and religious organisations should not be left to manage compliance for their own practice."

## **‘Every person is precious’: Adrian’s story.**

**"I felt like there was a bit of a journey to go on... because we wanted to focus on [safeguarding] properly." Last year, Adrian Galley was appointed Safeguarding Officer for the Apostolic Church, a network of churches around the UK. He shares safeguarding information with Safeguarding Coordinators in each of the denomination’s churches and is responsible for making sure that policies are available for them to use. He’s also involved in setting policies centrally with the lead trustee, ensuring they’re compliant and are embedding good practice.**

Since Adrian started, the senior leadership of the Apostolic Church initiated a framework for safeguarding. Adrian was a pastor before his role as Safeguarding Officer, so he already had some awareness of what safeguarding looked like in a church setting and the complications of making that a reality across individual churches. "Because of the high level of involvement from the leadership team, it’s been quite straightforward," he says. At the Apostolic Church head office, Adrian and the trustees provide overarching safeguarding policy templates and guidance, which can be contextualised for each church where appropriate. "We point them to Thirtyone:eight’s online resources on the website. All the best practice guides and other [resources] are a huge help."

Adrian’s involvement with Thirtyone:eight (formerly known as CCPAS) goes back a long way, beginning around 20 years ago when he was a pastor at a church in the Southeast of England. "When I moved to Scotland, I knew that we needed to be compliant with policies, so we used CCPAS’ template policies. Adrian had an existing awareness of safeguarding legislation in Scotland, but this grew over time.

Thirtyone:eight delivers training for all Apostolic Church safeguarding coordinators and pastors, as well as foundation level training in Safeguarding Children and Young People. "The feedback we’ve had from everyone is that it’s really practical, helpful and professional," says Adrian.

*"The disclosure service has been really helpful. It’s nice to know there are friendly voices at the end of the phone to talk things through."*

Some Apostolic church workers received Thirtyone:eight’s training on understanding spiritual abuse, while others received training in safeguarding in an international context. Adrian and the trustees realised that they needed to improve their level of safeguarding awareness in international settings. The church supports long-term overseas mission partners, including mission partners working in Hungary and Romania. A few local churches have initiated short-term mission trips to Poland and Ukraine. "We’ve all read the [international safeguarding] self-audit tool, which has been helpful, and that’s triggered us to talk with another church network to see what they’re doing, but we know that we’ve got to put our own processes in place."

Working with an organisation rooted in Christian principles of protecting the vulnerable is of great value to Adrian. "Jesus’ mandate when he says that he’s come to heal the broken-hearted, his mandate of mission, was that of the Father coming to love those who are far from him. Jesus was

often dealing explicitly in the margins. For me as an individual, I need to be operating in that way... every person is precious. Safeguarding flows out of the gospel message,” says Adrian.

With over 45 years' experience working at grass roots level with churches and faith-based organisations, we're recognised for specialist knowledge and understanding of churches, Christian organisations and faith-based communities. Thirtyone:eight's core team is drawn from a variety of Christian traditions and denominations, which gives us unique insight and perspective into the specific challenges that faith communities face when it comes to safeguarding. Our knowledge of the structures, culture, traditions and terminology of faith groups, means we can offer advice that takes into account the very specific issues and themes that a more generalised approach may miss.

“A Christian organisation understands a bit more about the sorts of environments we're operating in and can speak directly to that. We've got a lot of people involved in children's work who come from social work or teaching and other professional backgrounds, but the context is different. The examples and scenarios presented, with Thirtyone:eight's credibility and track record, are just really helpful.”

## Encouraging People

We **encourage** society to stand against oppression and exploitation by **informing legislation** and striving to **raise the standards** in safeguarding practice.

Encouraging organisations to raise standards in safeguarding is integral to our mission. Once they have the knowledge, skills and tools needed to create safer places, we encourage them to create safer cultures for all.

### Informing understanding

We believe there is a strong biblical basis for safeguarding children and adults at risk, and that it comes from the mandate to protect vulnerable people, as described in Proverbs 31:8. This belief drives us to inform conversations around faith and safeguarding, and in the past year we have worked on developing a theology of safeguarding. 'On behalf of the voiceless,' produced in partnership with Dr Krish Kandiah, outlines the Christian faith basis and motivation for safeguarding within faith communities. The National Board for Safeguarding Children in the Catholic Church in Ireland recently published our article in 'Exploring a Theology of Safeguarding Children.'

Our conviction in the inherent worth of every person propels us to advocate for change so that young people are better protected from abuse. Following significant campaigning and research undertaken by Thirtyone:eight and other organisations including the NSPCC, a change in the law on 'Positions of Trust' to be inclusive of a wider range of settings, including those in faith settings, achieved Royal Assent earlier this year.

The new Police, Crime, Sentencing and Courts Act became law in England and Wales, and within this, the 'Positions of Trust' law, which previously only applied to roles such as teachers and social workers, has been extended to include roles such as faith leaders and sports coaches.

The changes follow years of campaigning by organisations including Thirtyone:eight and the NSPCC. In January 2020, the All-Party Parliamentary Group (APPG) on Safeguarding in Faith Settings, supported by Thirtyone:eight as its secretariat, launched their influential report on the issue: Positions of Trust: It's time to change the law. This has provided an opportunity for us to speak to the media about this aspect of our work to media outlets including BBC radio, Premier Christianity and UCB radio.

## Calling for justice

In December, we wrote an open letter to the Secretary of State for Education and the Minister for Children and Families in response to the tragic deaths of Arthur Labinjo-Hughes and Star Hobson. Over 20 senior leaders signed this letter, including Zena Marshall, Interim Director of Safeguarding, Church of England, The Right Reverend Paul Mason, Lead Bishop for Safeguarding, Roman Catholic Church, and Janet Daby MP, Co-Chair of the All-Party Parliamentary Group on Safeguarding in Faith Communities.

## Safeguarding refugees

We were proud to have worked with Sanctuary UK, along with Save the Children UK, Justice and Care Refugee Education UK and other global experts and change-makers to offer a free online course for people working with Ukrainian refugees. The course introduced topics ranging from refugee safety, wellbeing and support to safeguarding and cross-cultural communication. Since its launch, over 1,200 people have signed up and improved their knowledge and confidence in welcoming refugees, helping them integrate into the community, and ensuring safeguarding is top priority.

## Exploring Just Leadership

SPCK published Just Leadership in September last year, co-authored by Simon Barrington and our Joint CEO, Justin Humphreys. Chine McDonald, Director of Theos, described the book as a 'wide-ranging and helpful manual for any leader.' Much of the book is based on our Safer Places Pledge and is a clarion call to leaders everywhere for a more accountable, transparent and equal society, creating safer places for all.

Post-publication and launch event activities established several significant contacts in new areas, including a range of meetings with key leaders, influencers and organisations such as Stewart McCulloch, CEO at Stewardship, Matt Randesson, Global Development Director at Barna Global and many others.

Following Archbishop Justin Welby's Easter address on justice, Just Leadership was selected to be part of 'The Big Church Read', a national program for church leaders to engage their teams in important social and theological topics. SPCK also developed a Home Study Series based on Just Leadership and a 10-episode TV series was produced and broadcast by TBNUK in partnership with SPCK, Forge Leadership and the Global Leadership Network (UK and Ireland).

## Sharing best practice

Justin Humphreys delivered a keynote address at the Government Events conference on '*Engaging with Senior Staff and Trustees to Implement Safeguarding Policies Across Organisations*'. This was an excellent opportunity to focus on healthy cultures and the need to address safeguarding as a key organisational priority for those working with vulnerable groups.

Justin also led a full day workshop at the South West Youth Ministries (SWYM) Professional Development Day for youth leaders and workers alongside Simon Barrington. They focused on Just Leadership and the importance of building good leadership character to achieve safer places. This event addressed over 50 leaders working across the South West.

## Raising standards

We've continued to raise safeguarding standards across society through various initiatives including our flagship campaign, Safeguarding Sunday. Over 2,000 churches registered to take part – a 60% increase on last year – with good representation across denominations and traditions. 97% of those that completed the feedback survey said that they would take part again.

The campaign was an opportunity to remind each other that protecting vulnerable people is at the heart of the Christian message of justice and hope, and we saw hundreds of churches participate and show their communities that they take this responsibility seriously. We thank all those who took part and work behind the scenes to make our churches safer for all.

Here's what some of our participants had to say (from our feedback survey):

"After our Safeguarding Lead gave a talk on what we do within the church, someone came over at the end and was surprised at just how vital safeguarding was and that it isn't just about having policies but integral to our faith and Christian living."

"A new guest came up to us afterwards and accepted Jesus as she had been abused as a child and having no idea that it was Safeguarding Sunday, felt this was a sign from God. We also had several disclosures of historical abuse."

"At the end of our service I led a prayer of repentance and our Parish Safeguarding Officer led the rededication/ commitment prayer for the whole church. It was a really moving moment. It was a serious but significant service. I got a lot of good feedback about the sermon and it felt as if we were tackling something really important that doesn't get that much air time in services. We also streamed the service so it went out to those not able to worship with us in person. Thanks for all you're doing."

"We used the resources in lots of different formats over a range of services."

"All the materials we used were excellent. Sensitive and thoughtful."

### **We are stronger together.**

As members (and with our Joint CEO Justin Humphreys as the current Chair) of the Christian Forum for Safeguarding (CFS), as well as through our sponsorship of the Children & Young People Now Excellence in Safeguarding Award, we have continued to raise standards in safeguarding, working in partnership with key representatives for safeguarding from all the main Christian denominations. We've also encouraged society to stand against oppression and exploitation by being a trusted voice speaking out and amplifying the voice of victims and survivors. We continue to be the 'go-to' organisation for the media on all matters relating to safeguarding and faith, regularly contributing and commenting via religious and mainstream press and media including: The Telegraph, The Times, The Sun, The Church Times, Premier, Third Sector, Children & Young People Now, UCB Radio, Christian Today, and others.

Every organisation working with children, young people or adults can benefit from joining us as a member so that they can create safer places wherever they are. Our unique membership model means everyone in an organisation gets the help and advice that is right for them to protect vulnerable people. Plus, they get all the benefits of being part of a supportive community of like-minded organisations nationwide, sharing best practice together.

This year we launched our member-exclusive Knowledge Hub and updated our online Resource Library, both of which are accessible on our new website via a member portal. The easy-to-use member portal gives members access to a full range of safeguarding resources. Members can also manage their details and book discounted training. Over 200 fully-searchable pages of safeguarding information, guidance, and advice, useful model forms, templates, and policy documents are available to give members the tools and knowledge to create safer places for children, young people and adults at risk.

We also recently refreshed and updated our 10 Safeguarding Standards to help organisations operate safely and in a manner that complies with UK law and best practice whichever stage of the safeguarding journey they're on.

Levels of membership have continued to increase this year, despite the impact of the pandemic. Overall, the number of individual organisations holding an active annual membership with us is 6,368 (as at the end of March 2022). As many of these are head office or denominational/national groups this means we work with over 10,000 organisations through our network.

We work hard to ensure membership is affordable and accessible, while remaining of the highest quality so that whether the organisation is a large national company or a small local church, if they employ thousands of staff or just a handful of volunteers, our services can easily scale to fit the need. As part of our charitable objectives and our commitment to creating safer places for all, we administer a support fund to ensure finances are not a barrier to receiving our help for organisations with a low annual turnover or those just setting up.

## A steep learning curve: Moira's safeguarding journey.

**“For somebody of my age, safeguarding wasn't really talked about.” Moira has been a member of the Mothers' Union for more than 40 years. Although she became aware of basic safeguarding issues 20 years ago, it was several years after retirement that she took on the role of Safeguarding Officer at her church.**

Moira accessed training from the Diocesan Safeguarding team and applied what she had learnt to help with the after-school arts and games club. She was responsible for ensuring helpers had what were known then as CBS checks and managed the transition to DBS (Disclosure and Barring Service) checks and paper to online applications.

More recently, she became involved with safeguarding with the Sheffield Diocese Mothers' Union. “We try and help families, we help with the foodbank, and we do everything with safeguarding at the top of our minds.”

The Mothers' Union at Mary Sumner House (Worldwide headquarters) realised that as each diocese Mothers' Union is a separate charity, they needed to have specific policies and recommendations in place regarding safeguarding and would need to join an independent safeguarding organisation.

Moira heard about Thirtyone:eight both through the diocese and through the Mothers' Union, and Sheffield Diocese Mothers' Union joined Thirtyone:eight earlier this year. Thirtyone:eight completed all the DBS checks for their volunteers.

As Moira was already a church Safeguarding Officer and a Trustee for the Mothers' Union, she became a key contact for safeguarding issues. That, Moira says, is when she felt safeguarding became a much more complex issue. Mothers' Union members belong to churches all over the Diocese. Many members appeared not to have kept up with safeguarding training, legislation and best practice, and some members regarded health and safety as safeguarding.

“By the time we as Trustees were beginning to make head or tail of our responsibilities, Covid happened.” In Sheffield Diocese Moira attempted to stay connected with members by Zoom. She sent several requests to branches for information about their work with children and adults at risk. “I received spasmodic and varied replies to messages asking for information.”

Many of their Mothers' Union volunteers are elderly. Moira says there wasn't always a shared understanding of safeguarding and why it was necessary. “The issue is that they are used to doing things the same way they've always been done.” When she talked about vulnerable adults, not

everyone seemed to understand that the Mothers' Union itself had many vulnerable adults in it. "It was things like going to collect money from people on their own, not leaving receipts or communicating with family members, that people didn't realise were safeguarding issues. That has taken a while to get across, but I think we're there."

Moira has seen awareness grow and attitudes change, and this is now reflected in policy and practice. Last year, she and the Trustees took part in online training from their Diocesan Safeguarding Officer, which they found helpful. "The decision to join Thirtyone:eight has been wonderful. I have nothing but praise for the staff for their time and patience and I feel much more confident."

*"It's been quite a steep learning curve because we have a lot of people who haven't experienced safeguarding even within their church, so they don't realise that it's something that applies to everyone."*

Moira continued to raise awareness, writing articles in Newline – the Mothers' Union magazine – and speaking about safeguarding at trustee meetings. "People now know they can go to me or their own church's Safeguarding Officer." Her perseverance paid off.

"It's been quite a steep learning curve because we have a lot of people who haven't experienced safeguarding even within their church, so they don't realise that it's something that applies to everyone. A few years ago, safeguarding was not on our agenda. With training, I realised that it had to be. Now it's first on every agenda. It's a matter of talking about it and keeping it in the forefront."

Moira is an avid reader of Together. After reading an article in a previous issue – 'Budget for Safeguarding versus Safeguarding on a Budget' – she asked for extra copies of the magazine. "I was so impressed with it." She shared the magazine with her Trustees, pointing out an article containing guidance around safer recruitment. They never used to interview volunteers but now they interview both paid and voluntary workers.

Previously, Moira ensured audits were undertaken every three years, but after reading guidance from Thirtyone:eight around self-audits, she would like to do them more regularly. "I know I can come to Thirtyone:eight [for advice]. We're in the process of discussing our safeguarding training budget. I would be happy to use Thirtyone:eight for future training."

*"I can't fault the service I've received from Thirtyone:eight. If there's something I'm not sure about I ring up and speak to someone. Thirtyone:eight have been patient, kind, and helpful."*

Moira felt it was essential to use a Christian safeguarding organisation. "I'm happy with Thirtyone:eight's ethos and what it stands for. I ordered extra copies of Together because it clarified what I was supposed to be doing far better than other materials I'd read, which had been confusing. The Christian side of it is important because it gives you a different attitude."

Moira is a safeguarding champion. Through countless meetings and emails she informed and educated others on the importance of getting things right to protect children and adults at risk, even if that has meant gently challenging long-held attitudes. "[Safeguarding in the Church] has been a problem. But we should have addressed it a long time ago."

There is still much work to do to create safer places for all, not least in the Church. But Moira, and many Christians like her who work tirelessly to raise safeguarding standards in their places of work and worship, are cause for hope.

## Across the UK and beyond

Our mission is to support organisations across the UK and those working internationally to create safer places for all. With significant differences in legislation, governance and terminology across the four nations of the UK and globally, as well as some similarities, our team of specialist safeguarding advisors has been continuing to offer help and support relevant to these different contexts.

In Northern Ireland our long-established AccessNI service continues to provide ANI checks to the faith sector in Northern Ireland and our nationally accredited safeguarding helpline become member of the Helplines NI network. Helplines NI brings together over 30 helplines operating across Northern Ireland, providing a variety of support services including information, advice, counselling and listening services. Our safeguarding helpline complements other Helplines NI members by providing specialist safeguarding advice for professionals, churches, charities, individuals, victims and survivors. We have seen our membership from Northern Irish organisations increase by 5.2% over the last year with calls to the helpline from Northern Irish organisations increasing steadily.

## Networking for best practice

No amount of good safeguarding policy, procedures and training will fully embed safer practice if the culture and support systems are not fit for purpose. With increasing attention on high-profile cases of abuse and safeguarding failings within the Church and wider society, in Northern Ireland and across the UK and globally, the need to fulfil God's call for the church to be a community that cares for the vulnerable and speaks out against injustice in all its forms has never been more important. Creating safer, healthier cultures is where we need to start.

In May we organised two events, engaging over 50 church leaders, exploring what safer, healthier cultures look like and how we create them in the context of Northern Ireland. The morning session was run in partnership with the Northern Ireland Council for Voluntary Action (NICVA), and the afternoon session led by our Research and Public Policy Manager Leigh McFarlane and Joint CEO Justin Humphreys.

## Public policy and legislation

We've been involved with the Department of Justice at the consultation stage in relation to changes in the Positions of Trust legislation in Northern Ireland, which now feature in the Sexual Offences and Trafficking Victims Bill, and have worked with the Department of Health in relation to proposals for a new Adult Safeguarding Bill.

Inquiries about our consultancy work have increased, and we have completed our first piece of consultancy work in the Northern Irish and Irish context (i.e., both Irish jurisdictions).

In Wales, we've continued to work with the Welsh Christian Safeguarding Forum (WCSF), an inter-denominational network meeting of Safeguarding Professionals in Christian Organisations, building links with the Welsh Government, the National Independent Safeguarding Forum, Regional Safeguarding Boards, and the Welsh Council for Voluntary Action, so that we can inform legislation and raise standards in safeguarding. We also provided the faith representative input for the Welsh Council of Voluntary Action safeguarding steering group.

## Statement from our joint Chief Executives

We strongly believe that if we're serious about creating safer places, we must be driven by a heart of justice and a recognition that it starts with us as individuals but cannot stop there. We must work to create safer places together. Partnership and collaboration produce results beyond what we can each achieve individually. That's why we partnered with the University of Chester to conduct research into the experiences of safeguarding leads in their roles in Christian faith contexts in the UK before, during and after COVID-19. It's why we worked closely with the Independent Inquiry into Child Sexual

Abuse (IICSA), which saw us being granted Core Participant status in the investigation into Child Protection in Religious Organisations and Settings. It's why we collaborated with like-minded organisations in the All-Party Parliamentary Group (APPG) to advocate for changes to the law on Positions of Trust, which was granted Royal Assent as a direct result of our campaigning.

From research to consultancy, across all our areas of work we remain committed to living out the principles of our Christian faith, which compel us to protect vulnerable people. It's the foundational pillar that our values and vision stand on. Our guiding Christian principles reach across country borders, as we've shown by developing new international safeguarding tools and resources this year. They aren't afraid to lean into the hardest of cases, whether that's the deaths of Arthur Labinjo-Hughes and Star Hobson – as shown by our discussions at a Roundtable event with the Department of Education in response to these tragedies – or listening to the voices of survivors in our independent culture review for The Titus Trust, published last year. Our belief that everyone deserves to live free from abuse because of their inherent worth is what drives us to equip, empower and encourage organisations to protect vulnerable people.

Far from static words on a piece of paper, our values motivate us to provide the best guidance and advice we can to everyone who calls our safeguarding helpline, which has seen 4268 referrals, and our disclosures helpline, where we helped 20,996 callers with expert support.

We're impressed by the high levels of annual service agreements over the past year, which provide a package of tailored support as well as a dedicated safeguarding professional to help with an organisation's specific safeguarding needs. We've been encouraged by the hard work and initiative shown by our team throughout the past year and by their ability to develop our work. Through our collective efforts, we know that whatever comes our way, we're positioned, poised and primed to create safer places and work towards our vision of a world where every child and adult can feel, and be, safe.

**Justin Humphreys and Steve Ball**  
**Joint CEOs**

## Looking to the future

Our longer-term plans continue to be governed and developed in line with our organisational strategy, this includes further developing our training and learning offer, increasing our focus on membership, and expanding resources for our Helplines and Consultancy services. The strategy is built around four key areas of focus:

### Sustainable Growth

We are an organisation that values our environment and strives to use the best technology and resources to maximise the effectiveness, impact and sustainability of our work. This will include working to be a carbon neutral organisation, developing the way we use technology and plan financially, engaging with changes in structure of Christian churches and communities, greater engagement across all four nations of the UK and internationally.

### Ethical Application

We are an organisation motivated by our Christian faith, which will always be demonstrated in our love for people and the way we engage with them. This will include ensuring all services continue to operate in line with our core Christian values and responding to challenges and diversity in society.

### Collaborative Approach

We are an organisation that believes in the value that is brought by different perspectives, knowledge, experience and expertise and we will seek to strengthen the support we provide through working with others where possible. This will include influencing and leading change at a national and local level, growing new and existing partnerships, expanding our membership models and offers and developing our consultancy, training, helpline and DBS offers in collaboration with our membership.

### Professional Development

We are an organisation that seeks to positively influence others through the outworking of our Christian faith, professionalism and desire to improve people's lived experience through our own learning and development. This will include increasing the quality of work undertaken, providing opportunities to recognise good practice, and increasing our role as a leading and learning organisation.

### Current Risk Management

As with all organisations, there will be potential risk areas. We have a detailed risk management framework (modelled on the Charity Commission Charities and Risk guidance), which is reviewed at each board meeting and senior team meetings to ensure we know what our risk areas are and, more importantly, how we mitigate such risk. Our key risks this reporting year, with the backdrop of COVID-19, are around finance and disaster recovery. Our income has dropped significantly in some areas but is showing good signs of recovery already.

We are well placed to weather this with increased income from other areas of our work, development of new income streams and sufficient reserves. Our new online training suite and IT systems and infrastructure are examples of how we have done this.

Our staff take risk seriously in all areas of our work, identifying and managing risk on a day-to-day basis.

## Financials

Year on year our income has increased by £309k. We remain so grateful to all our members and supporters for helping us to achieve this. Our expenditure increased by £263k.

This gave us a net performance of -£77k before investments losses/gains.

We saw net gains on the revaluation of our investments of £83k giving us a total net movement in funds of +£6k. Our investment portfolio has significantly recovered after the downturn at the end of last year.

Our fixed assets are valued at £1.3m with £1.15m of that being in investments.

### Reserves policy

Our reserves policy states that we should hold 3 months' expenditure, though for some years now the actual amount has been in excess of this figure. Based on the 2022 accounts this equates to approximately £661k (2021: £595k). At 31 March 2022 unrestricted reserves amounted to £1.46m (2021: £1.49m). Over the next 2–3 years the deficit budget will have a significant impact on our finances and is likely to reduce the income from the reserves we have held.

We remain confident about resolving the deficit and have robust plans in place to progress with this over the coming years.

Further details of our accounts can be found in the accompanying financial statements.

## Structure, Governance and Management

### Governing document

Thirtyone:eight is a registered charity and a Company limited by guarantee, without share capital. It is governed by its Trustees (the Directors). The governing document is its Memorandum and Articles of Association. These were updated in November 2019 to include the simplification of Trustees' terms of office, the ability for remote meetings and changes in language to reflect current terms. The charity is registered with the Charity Commission in England and Wales, and the Scottish Charities Regulator.

### The Board of Trustees

The Board consists of a maximum of nine Trustees, dependent on recruitment of suitable candidates. New trustees are recruited as vacancies arise by following a safer recruitment process, which includes candidates being interviewed and references taken before being invited to participate in Board meetings before a final decision on appointment is reached by the full Board. Trustees' tenure is for a period of 3 years. Members can stand for re-election by the Board for a maximum of three terms.

The Board annually considers the mix of skills, knowledge and experience it needs to govern, lead and deliver the charity's purposes effectively. It endeavours to reflect this mix in its trustee appointments, balancing the need for continuity with the need to refresh the Board. Trustees receive an appropriately resourced induction when they join the Board. Trustees are given the opportunity to have ongoing learning and development. The full Board meet quarterly and, in addition, the Executive Committee, comprising the Chair and the Vice Chair and the Joint CEOs, meet four times.

While it is acknowledged that the Board take ultimate responsibility for the activity of the charity, delegations are set to the 'lowest appropriate responsible person' to facilitate efficient and effective day-to-day running of the organisation. These are clearly set out in our Internal Controls Policy and Practice.

### Pay policy for key management

The key management for the charity comprises the Trustees and the Joint Chief Executives. Remuneration and benefits are determined based on performance and periodic peer sector benchmarking. In the case of the Chief Executives, this power is delegated to the Trustees, and for other management personnel, pay and benefits are determined by the Chief Executives, subject to an overall budget and framework agreed by Trustees.

## Administrative details

**Registered charity name** Thirtyone:eight

**Charity registration number** 1004490 (England and Wales) SC040578 (Scotland)

**Company registration number** 02646487

**Principal and Registered office** 2 Rosedale Nursery Offices, College Road, Hextable, Kent, BR8 7LT

### Trustees

Mrs B Robb – Chair

Mr P Wharrad – Vice Chair

Mrs J Douglas

Dr T Herring - Safeguarding

Mr O C B Home

Mr A C Pierce (Resigned 25 November 2021)

Ms A Ward (Resigned 18 February 2022)

### Joint Chief Executives

Mr J Humphreys (Safeguarding)

Mr S Ball (Operations)

### Auditor

Azets Audit Services, Greytown House, 221-227 High Street, Orpington, Kent. BR6 0NZ

### Investment Managers

Rathbones, 159 New Bond Street, London, W1S 2UD

### Bankers

Barclays Bank plc, 8 - 14 Darwen Street, Blackburn, BB2 2BZ

### Solicitors

Bates Wells, 10 Queen Street Place, London, EC4R 1BE

In accordance with the company's articles, a resolution proposing that Azets Audit Services be reappointed as auditor of the company will be put at a General Meeting.

### Disclosure of information to auditors

Each of the trustees has confirmed that there is no information of which they are aware which is relevant to the audit, but of which the auditor is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the auditors are aware of such information.

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

Approved by order of the board of trustees on .....25.10.22..... and signed on its behalf by:



**Bridget Robb**

**Chair of trustees**

## Thirtyone:eight

### Statement of Trustees Responsibilities for the Year Ended 31 March 2022

Company law and the law applicable to charities in England and Wales 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 the year. In preparing those financial statements the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP 2015 (FRS102);
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards 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 charitable company will continue in business.

The trustees are responsible for keeping adequate 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.

# Report of the Independent Auditors to the Members of Thirtyone:eight

## Opinion

We have audited the financial statements of Thirtyone:eight (the 'charitable company') for the year ended 31 March 2022 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 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 2022 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

In auditing the financial statements, we have concluded that the Trustees use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Trustees with respect to going concern are described in the relevant sections of this report.

## 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. The Trustees are responsible for the other information contained within the annual report. 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. 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 course of 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 this gives rise to a material misstatement in the financial statements themselves. 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.

# Report of the Independent Auditors to the Members of Thirtyone:eight

## 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 and the incorporated Strategic Report prepared for the purpose of company law for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Trustees' Report and the incorporated Strategic Report have been prepared in accordance with applicable legal requirements.

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

In the light of the 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 and the incorporated Strategic Report.

We have nothing to report in respect of the following matters where 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.

## Responsibilities of trustees

As explained more fully in the Statement of Trustees' responsibilities set out on page 22, 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.

## 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.

## Extent to which the audit was considered capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above and on the Financial Reporting Council's website, to detect material misstatements in respect of irregularities, including fraud.

# Report of the Independent Auditors to the Trustees and Members of Thirtyone:eight

## Extent to which the audit was considered capable of detecting irregularities, including fraud (continued)

We obtain and update our understanding of the entity, its activities, its control environment, and likely future developments, including in relation to the legal and regulatory framework applicable and how the entity is complying with that framework. Based on this understanding, we identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. This includes consideration of the risk of acts by the entity that were contrary to applicable laws and regulations, including fraud.

In response to the risk of irregularities and non-compliance with laws and regulations, including fraud, we designed procedures which included:

- Enquiry of management and those charged with governance around actual and potential litigation and claims as well as actual, suspected and alleged fraud;
- Reviewing minutes of meetings of those charged with governance;
- Assessing the extent of compliance with the laws and regulations considered to have a direct material effect on the financial statements or the operations of the company through enquiry and inspection;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations;
- Performing audit work over the risk of management bias and override of controls, including testing of journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for indicators of potential bias.

As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the charitable company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charitable company's ability to continue as a going concern. If we conclude that a material uncertainty

exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the charitable company to cease to

- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation (ie. gives a true and fair view).

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

#### 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.

*Azets Audit Services Limited*

Michelle Wilkes FCA  
Senior Statutory Auditor  
For and on behalf of Azets Audit Services,  
Greytown House  
221-227 High Street  
Orpington  
Kent BR6 0NZ  
Date: 14 December 2022

Thirtyone:eight

Statement of Financial Activities  
(Incorporating an Income and Expenditure Account)  
for the Year Ended 31 March 2022

	Notes	Unrestricted funds	
		31.3.22	31.3.21
		£	£
<b>INCOME AND ENDOWMENTS FROM</b>			
Donations	2	17,385	14,245
Charitable activities	3	2,523,389	1,946,291
Other trading activities	4	3,081	601
Investment income	5	24,015	22,665
Coronavirus Job Retention Scheme		-	29,294
Gain on sale of fixed asset investment	-		<u>245,478</u>
<b>Total</b>		<b>2,567,870</b>	<b>2,258,574</b>
<b>EXPENDITURE ON</b>			
Raising funds	6	7,340	6,543
<b>Charitable activities</b>			
Consultancy	6	358,549	436,583
Disclosures and helpline		1,986,064	1,678,569
Membership		7,709	-
Training		283,603	260,034
<b>Other trading activities</b>	6	<u>1,559</u>	<u>204</u>
<b>Total</b>	6	<b>2,644,824</b>	<b>2,381,933</b>
<b>NET EXPENDITURE BEFORE GAINS AND LOSSES</b>		<b>(76,954)</b>	<b>(123,359)</b>
<b>Other recognised gains</b>			
Gains on revaluation of investments	12	<u>83,212</u>	<u>213,322</u>
<b>Net movement in funds</b>		<b>6,258</b>	<b>89,963</b>
<b>RECONCILIATION OF FUNDS</b>			
Total funds brought forward		<u>1,607,432</u>	<u>1,517,469</u>
<b>TOTAL FUNDS CARRIED FORWARD</b>		<b><u>1,613,690</u></b>	<b><u>1,607,432</u></b>

All transactions are derived from continuing activities.

All recognised gains and losses are included in the Statement of Financial Activities.

Thirtyone:eight

Balance Sheet  
At 31 March 2022

	Notes	31.3.22 £	31.3.21 £
<b>FIXED ASSETS</b>			
Intangible assets	10	141,838	103,611
Tangible assets	11	13,143	15,184
Investments	12	<u>1,157,615</u>	<u>1,232,787</u>
		1,312,596	1,351,582
<b>CURRENT ASSETS</b>			
Debtors	13	248,691	195,065
Cash at bank		<u>257,167</u>	<u>236,624</u>
		505,858	431,689
<b>CREDITORS</b>			
Amounts falling due within one year	15	(204,764)	(175,839)
		<u>301,094</u>	<u>255,850</u>
<b>NET CURRENT ASSETS</b>			
		<u>1,613,690</u>	<u>1,607,432</u>
<b>NET ASSETS</b>			
<b>FUNDS</b>			
Unrestricted funds		1,458,709	1,488,637
Designated funds	17	<u>154,981</u>	<u>118,795</u>
<b>TOTAL FUNDS</b>		<u>1,613,690</u>	<u>1,607,432</u>

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial statements were approved by the Board of Trustees on ..... 25.10.22 ..... and were signed on its behalf by:



.....  
Mrs B Robb -Trustee

Thirtyone:eight

Cash Flow Statement  
for the Year Ended 31 March 2022

	Notes	31.3.22 £	31.3.21 £
<b>Cash flows from operating activities:</b>			
Cash generated from operations	19	<u>(69,415)</u>	<u>137,351</u>
<b>Net cash flow from operating activities</b>		<u>(69,415)</u>	<u>137,351</u>
<b>Cash flows from investing activities:</b>			
Purchase of tangible fixed assets		(7,501)	(1,218)
Purchase of intangible fixed assets		(84,940)	(3,994)
Purchase of fixed asset investments		(456,518)	(536,246)
Sale of fixed asset investments		614,902	345,176
Interest received		<u>24,015</u>	<u>22,665</u>
<b>Net cash provided by investing activities</b>		<u>89,958</u>	<u>(173,617)</u>
<b>Change in cash and cash equivalents in the reporting period</b>		20,543	(36,266)
<b>Cash and cash equivalents at the beginning of the reporting period</b>		236,624	272,890
<b>Cash and cash equivalents at the end of the reporting period</b>		<u>257,167</u>	<u>236,624</u>

## **1. ACCOUNTING POLICIES**

### **1.1 Basis of preparing the financial statements**

Thirtyone:eight is a registered charitable company in the United Kingdom. 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 address of the registered office is given in the charity information on page 21 of these financial statements. The nature of the charity's operations and principal activities is the provision of education and resources primarily, but not exclusively, for safeguarding children, vulnerable adults and those affected by abuse.

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant notes to these accounts.

The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK (FRS 102) issued on 16 July 2014 as amended by Bulletin 1 and Bulletin 2 and the Financial Reporting Standard applicable in the United Kingdom (FRS 102) and the Charities Act 2011.

The financial statements are prepared on a going concern basis under the historical cost convention, modified to include certain items at fair value. The financial statements are prepared in sterling which is the functional currency of the charity.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

### **1.2 Fund accounting**

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

Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside for a specific purpose. Restricted funds are donations which the donor has specified are to be solely used for the particular areas of the charity's work. Further details of each fund as shown in note 17.

### **1.3 Income**

All income is included in the Statement of Financial Activities (SoFA) when the charity is legally entitled to the income after any performance conditions have been met, the amount can be measured reliably and it is probable that the income will be received.

- Membership income is invoiced annually and is accounted for in the month that it is received
- Training income is accounted for in the month it is receivable
- Consultancy income is accounted for in the month it is receivable
- Donations are recognised when they are received and any income tax recoverable in relation to donations received under gift aid is recognised at the time of the donation.
- Disclosure checks are billed the month after the disclosure check is completed

#### **1.4 Expenditure**

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably. It is categorised under the following headings:

- Costs of generating funds are those costs incurred in attracting voluntary income.
- Charitable expenditure comprises those costs incurred by the charitable company in the delivery of its activities and services for beneficiaries. It includes both costs allocated directly to such activities and those costs of an indirect nature necessary to support them.
- Support costs have been allocated on the basis of time, with the exception of general costs, which are allocated on a usage basis.
- Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charitable company.

Grants offered subject to conditions which have not been met at the year end date are noted as a commitment but not accrued as expenditure.

Irrecoverable VAT is charged as an expense against the activity for which expenditure arose.

#### **1.5 Allocation and apportionment of costs**

Support costs are those that assist the work of the charity but do not directly represent charitable activities and include office costs, governance costs, administrative payroll costs. They are incurred directly in support of expenditure on the objects of the charity and include project management carried out at Head Office. Where support costs cannot be directly attributed to particular headings they have been allocated to cost of raising funds and expenditure on charitable activities on a basis consistent with use of the resources for example, allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by their usage. See note 6.

#### **1.6 Intangible fixed assets**

Intangible fixed assets relates to the capitalisation of the CRM database and website development costs. Amortisation is provided at 20% straight line in order to write off each asset over its estimated useful life.

#### **1.7 Tangible fixed assets**

Tangible fixed assets are stated at cost or valuation less accumulated depreciation and accumulated impairment losses. Cost includes costs directly attributable to making the asset capable of operating as intended. Fixed assets below £500 are not capitalised.

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Fixtures and fittings	- 25% straight line
Motor vehicles	- 25% straight line

### **1.8 Fixed Asset Investments**

Investments are recognised initially at fair value which is normally the transaction price excluding transaction costs. Subsequently, they are measured at fair value with changes recognised in 'net gains / (losses) on investments' in the SoFA if the shares are publicly traded or their fair value can otherwise be measured reliably. Other investments are measured at cost less impairment.

### **1.9 Debtors**

Trade and other debtors are recognised at the amount due less any provision for bad or doubtful debts.

### **1.10 Creditors**

Creditors 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 are recognised at their settlement amounts.

### **1.11 Hire purchase and leasing commitments**

Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight line basis over the period of the lease.

### **1.12 Pension costs and other post-retirement benefits**

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

### **1.13 Going Concern**

The trustees have assessed the financial position of the charity, the assumptions made in the preparation of its budgets and forecasts and the financial risks it faces. Based on this and the level of reserves held the trustees conclude that it is appropriate to prepare the financial statements on a going concern basis.

Our performance shows a significant improvement on our recent financial years, and it was also ahead of our budget. Our decision to invest in our staffing further in the upcoming year has been carefully considered and the implications on our expenditure calculated.

Our investments portfolio is currently worth £1.2m. This leaves us with a comfortable amount to fund our predicted deficit budget over the next few years until we get back to a balanced budget.

We have sufficient amount in our current and savings accounts to fund the day to day operation of the charity and are able to quickly liquidise our investments if needed.

These considerations lead us to conclude that the charity will comfortably continue as a going concern for at least 12 months.

### 1.14 Taxation

The charity is an exempt charity within the meaning of schedule 3 of the Charities Act 2011 and is considered to pass the tests set out in Paragraph 1 Schedule 6 Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes.

### 1.15 Judgement and key sources of estimation uncertainty

Accounting estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. The Foundation makes estimates and assumptions concerning the future. The resulting accounting estimates and assumptions will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below.

#### *Useful economic lives of intangible and tangible assets*

The annual amortisation/depreciation charge for tangible assets is sensitive to changes in the estimated useful economic lives and residual values of the assets. The useful economic lives and residual values are reassessed annually. They are amended when necessary to reflect current estimates, based on technological advancement, future investments, economic utilisation and the physical condition of the assets. See notes 10 and 11 for the carrying amount of the website development and software and property plant and equipment, and notes 1.6 and 1.7 for the useful economic lives for each class of assets.

### 1.16 Government grants

Government grants are recognised at the fair value of the asset received or receivable when there is reasonable assurance that the grant conditions will be met and the grants will be received.

A grant that specifies performance conditions is recognised in income when the performance conditions are met. Where a grant does not specify performance conditions it is recognised in income when the proceeds are received or receivable. A grant received before the recognition criteria are satisfied is recognised as a liability.

## 2. DONATIONS

	31.3.22	31.3.21
	£	£
Donations	13,174	10,008
Gift aid	<u>4,211</u>	<u>4,237</u>
	<u>17,385</u>	<u>14,245</u>

Thirtyone:eight

Notes to the Financial Statements - continued  
for the Year Ended 31 March 2022

**3. INCOME FROM CHARITABLE ACTIVITIES**

	31.3.22	31.3.21
	£	£
Consultancy	202,748	224,750
Disclosures and helpline	1,205,294	746,030
Membership	816,743	804,745
Training	300,660	167,285
Other	<u>(2,056)</u>	<u>3,481</u>
	<u>2,523,389</u>	<u>1,946,291</u>

**4. OTHER TRADING ACTIVITIES**

	31.3.22	31.3.21
	£	£
Merchandise	<u>3,081</u>	<u>601</u>

**5. INVESTMENT INCOME**

	31.3.22	31.3.21
	£	£
Income from listed investments	23,954	22,593
Deposit account interest	<u>61</u>	<u>72</u>
	<u>24,015</u>	<u>22,665</u>

**6. EXPENDITURE ON CHARITABLE ACTIVITIES**

	Staff costs	Direct costs	Support costs	Total 31.03.22	Total 31.03.21
<b>Raising funds</b>	-	7,340	-	7,340	6,543
<b>Charitable expenditure</b>					
Consultancy	226,790	83,619	48,140	358,549	436,583
		793,95		1,986,06	
Disclosures and helpline	905,926	8	286,180	4	1,678,569
Membership	-	6,977	732	7,709	-
Training	142,712	69,504	71,387	283,603	260,034
		954,05		2,635,92	
	<u>1,275,428</u>	<u>8</u>	<u>406,439</u>	<u>5</u>	<u>2,375,186</u>
<b>Other trading activities</b>					
Merchandise	-	1,559	-	1,559	204
		961,18		2,644,82	
	<u>1,275,428</u>	<u>2</u>	<u>408,214</u>	<u>4</u>	<u>2,381,933</u>

Thirtyone:eight

Notes to the Financial Statements -  
continued  
for the Year Ended 31 March 2022

**6a. SUPPORT COSTS**

	31.03.22	31.03.21
Rent	79,579	75,590
Rates	1,664	3,089
Staff training and welfare	21,948	14,383
Recruitment	3,035	-
Utilities	3,991	2,187
Advertising, publicity, marketing and exhibition costs	15,314	13,883
Publications and design	17,362	17,209
Vehicle expenses	14,374	11,422
Catering	865	373
Cleaning	5,347	5,047
Computer expenses	43,478	60,016
Insurance	7,943	8,112
Postage and stationery	11,111	5,656
Photocopier	4,956	3,199
Repairs	5,290	9,383
Storage	4,723	5,476
Telephone	9,370	14,824
Meeting costs	4,060	529
Project development	23,376	25,168
Bank charges	17,905	15,064
Licences	20,706	14,700
Subscriptions	4,216	4,758
Sundry expenses	858	3,157
Depreciation	9,542	11,755
Amortisation	40,843	41,167
Loss on disposal of intangible assets	5,870	-
Professional fees	7,485	-
Governance (note 6b)	21,228	22,272
	<u>406,439</u>	<u>388,419</u>

**6b. GOVERNANCE COSTS**

	31.03.22	31.03.21
Auditor's remuneration	8,363	7,491
Auditor's remuneration – previous years	455	-
Auditor's remuneration – non audit services	1,192	2,772
Freelance costs	-	800
Professional fees	7,726	2,548
Other	3,492	8,661
	<u>21,228</u>	<u>22,272</u>

Thirtyone:eight

Notes to the Financial Statements - continued  
for the Year Ended 31 March 2022

**7. NET EXPENDITURE FOR THE YEAR**

This is stated after charging:

	31.3.22	31.3.21
	£	£
Depreciation - owned assets	9,542	11,755
Amortisation	40,843	41,167
Auditors' remuneration	10,010	10,263
Other operating leases	<u>76,816</u>	<u>54,965</u>

**8. STAFF COSTS**

	31.3.22	31.3.21
	£	£
Wages and salaries	1,117,930	1,127,192
Social security costs	102,044	98,521
Other pension costs	53,049	52,169
Redundancy	<u>2,405</u>	<u>1,544</u>
	<u>1,275,428</u>	<u>1,279,426</u>

The average monthly number of employees, by headcount, during the year was as follows:

	31.3.22	31.3.21
Consultancy	7	7
Disclosures and helpline	11	10
Training	3	4
Support	<u>15</u>	<u>16</u>
	<u>36</u>	<u>37</u>

The number of employees who received emoluments in excess of £60,000 was as follows:

	31.3.22	31.3.21
£60,000 - £70,000	1	1

The total amount of employee benefits received by the key management personnel including employer's pension and national insurance contributions is £139,581 (2021 - £138,094).

Thirtyone:eight

Notes to the Financial Statements - continued  
for the Year Ended 31 March 2022

**9. TRUSTEES' REMUNERATION AND REIMBURSED EXPENSES**

The following transactions took place in the year:

No Trustees received remuneration during the year (2021 : none). Three Trustees received reimbursement of expenses during the year amounting to £800 (2021 – none).

Trustees indemnity insurance was taken out during the year but as part of a larger combined policy and the cost relating to this policy is not separately identifiable.

**10. INTANGIBLE FIXED ASSET**

	Software & Website Development £
<b>COST</b>	
At 1 April 2021	204,215
Additions	84,940
Disposals	(29,782)
	<hr/>
At 31 March 2022	259,373
	<hr/>
<b>AMORTISATION</b>	
At 1 April 2021	100,604
Charge for year	40,843
Reclassification	(23,912)
	<hr/>
At 31 March 2022	117,535
	<hr/>
<b>NET BOOK VALUE</b>	
At 31 March 2022	141,838
	<hr/> <hr/>
At 31 March 2021	103,611
	<hr/> <hr/>

Thirtyone:eight

Notes to the Financial Statements - continued  
for the Year Ended 31 March 2022

**11. TANGIBLE FIXED ASSETS**

	Fixtures and fittings £	Motor vehicles £	Total £
<b>COST</b>			
At 1 April 2021	133,157	33,160	166,317
Additions	7,501	-	7,501
At 31 March 2022	<u>140,658</u>	<u>33,160</u>	<u>173,818</u>
<b>DEPRECIATION</b>			
At 1 April 2021	124,120	27,013	151,133
Charge for year	4,361	5,181	9,542
At 31 March 2022	<u>128,481</u>	<u>32,194</u>	<u>160,675</u>
<b>NET BOOK VALUE</b>			
At 31 March 2022	<u>12,177</u>	<u>966</u>	<u>13,143</u>
At 31 March 2021	<u>9,037</u>	<u>6,147</u>	<u>15,184</u>

Thirtyone:eight

Notes to the Financial Statements - continued  
for the Year Ended 31 March 2022

**12. FIXED ASSET INVESTMENTS**

	Cash	Listed Investment	2022 Total	2021 Total
	£	£	£	£
At 1 April 2021	17,224	1,215,563	1,232,787	828,395
Additions	-	448,257	448,257	534,254
Disposals	-	(614,902)	(614,902)	(345,176)
Movement in cash balance	8,261	-	8,261	1,992
Revaluations	-	83,212	83,212	213,322
	<u>25,485</u>	<u>1,132,130</u>	<u>1,157,615</u>	<u>1,232,787</u>
Historical cost		<u>1,023,142</u>		<u>1,031,736</u>
		31.3.22	31.3.21	
		£	£	
Fixed interest		139,361	171,459	
Equities		396,603	408,138	
Overseas Equities		400,792	454,095	
Alternatives		195,374	181,871	
Cash		<u>25,485</u>	<u>17,224</u>	
		<u>1,157,615</u>	<u>1,232,787</u>	

The charity held the following material investments (in excess of 5% of valuation)

	31.3.22	31.3.21
	£	£
Capital International Management	68,809	75,180
ISHARES PLC	77,906	-
UBS EFT	-	103,775
Henderson Global Investors	-	<u>53,220</u>

Thirtyone:eight

Notes to the Financial Statements - continued  
for the Year Ended 31 March 2022

**13. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	31.3.22	31.3.21
	£	£
Trade debtors	181,243	129,745
Prepayments and accrued income	<u>67,448</u>	<u>65,320</u>
	<u>248,691</u>	<u>195,065</u>

**14. CURRENT ASSET INVESTMENTS**

Current asset investments represents the charity's freehold property which was on the market for sale.

	31.3.22	31.3.21
	£	£
As at 1 April 2021	-	245,317
Disposals	-	(245,317)
Transferred from fixed assets	<u>-</u>	<u>-</u>
As at 31 March 2022	<u>-</u>	<u>-</u>

**15. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	31.3.22	31.3.21
	£	£
Trade creditors	120,929	99,147
Other taxes and social security	61,664	46,405
Other creditors	8,711	8,421
Accruals	<u>13,460</u>	<u>21,866</u>
	<u>204,764</u>	<u>175,839</u>

Thirtyone:eight

Notes to the Financial Statements - continued  
for the Year Ended 31 March 2022

**16 DEFINED CONTRIBUTION PENSION SCHEME**

The charity operates a defined contribution pension scheme. The pension cost charge for the period represents contributions payable by the charity to the scheme and amounted to £53,049 (2021 - £52,169).

At 31 March 2022 there were unpaid contributions amounting to £8,711 (2021: £8,421)

**17. DESIGNATED FUNDS**

<b>Current year</b>	At 1.4.21	New designation	Designation released	At 31.3.22
	£	£	£	£
<b>Designated fund</b>				
Fixed assets	<u>118,795</u>	<u>36,186</u>	<u>-</u>	<u>154,981</u>

The fixed asset fund relates to funds held in intangible and tangible fixed assets, that are not available for charitable expenditure.

**Prior year**

	At 1.4.20	New designation	Designation released	At 31.3.21
	£	£	£	£
<b>Designated fund</b>				
Fixed assets	<u>173,675</u>	<u>-</u>	<u>(54,880)</u>	<u>118,795</u>

**18. MEMBERS' LIABILITY**

The charity is a private company limited by guarantee and consequently does not have share capital. Each of the members is liable to contribute an amount not exceeding £1 towards the assets of the charity in the event of liquidation.

Thirtyone:eight

Notes to the Financial Statements - continued  
for the Year Ended 31 March 2022

**19. RECONCILIATION OF NET INCOME/(EXPENDITURE) TO NET CASH FLOW FROM OPERATING ACTIVITIES**

	31.3.22	31.3.21
	£	£
<b>Net expenditure for the reporting period (as per the statement of financial activities)</b>	(76,954)	(123,359)
<b>Adjustments for:</b>		
Depreciation charges	9,542	11,755
Amortisation	40,843	41,167
Loss on disposal of intangible assets	5,870	-
Gain on sale of fixed asset investment	-	245,478
Reclassification of intangible assets	-	7,009
Investment income	(24,015)	(22,665)
(Increase) in debtors	(53,626)	(40,056)
Increase in creditors	<u>28,925</u>	<u>18,022</u>
<b>Net cash provided by used in operating activities</b>	<u>(69,415)</u>	<u>137,351</u>

**20. LEASING AGREEMENTS**

Minimum lease payments under non-cancellable operating leases fall due as follows:

	31.3.22	31.3.21
	£	£
<b>Land and buildings</b>		
Within one year	72,196	76,816
Between one and five years	211,104	256,780
In more than five years	<u>79,560</u>	<u>106,080</u>
	<u>362,860</u>	<u>439,676</u>

**21. RELATED PARTY DISCLOSURES**

There were no related party transactions during the current or preceding year.

**Thirtyone:eight**

England & Wales - Charity number 1004490

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# Accounts

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# Impact report 2020-21



# Creating Safer Places. Together.

Trusted for over 40 years, Thirtyone:eight is the UK's only award-winning independent Christian safeguarding charity which helps individuals, organisations, charities, faith and community groups to protect vulnerable people from abuse. Our vision is a world where every child and adult can feel, and be, safe. To achieve this vision, we work together with a network of thousands of organisations across the UK, to help equip, empower and encourage them to create safer places. We provide churches and organisations with an affordable and complete safeguarding solution which includes: training, consultancy, DBS checks, a 24 hour safeguarding helpline and international safeguarding support, so that vulnerable people can be effectively protected from harm and abuse. We are leading experts in safeguarding, with specialist expertise in faith settings. We work with government and statutory bodies to inform legislation and promote high standards in safeguarding practice. Join us.

## Partnerships, memberships and associations

### We are privileged to work closely with the following organisations and bodies:

Association of Child Protection Professionals (AoCPP)

CEOP (the Child Exploitation and Online Protection Centre)

Christian Forum for Safeguarding (CFS)

Christian Helplines Association (CHA)

Churches Together in England (CTE)

CPD Certification Service

Evangelical Alliance (EA)

Global Connections and MAP

Helplines Partnership

Helplines Network Northern Ireland

International Society for the Prevention of Child Abuse & Neglect (ISPCAN)

National Working Group on Child Abuse Linked to Faith or Belief

Northern Ireland Council for Voluntary Action (NICVA)

UK Council for Child Internet Safety (UKCCIS)

Welsh Christian Safeguarding Forum (WCSF)

We provide the Secretariat for the All-Party Parliamentary Group on Safeguarding in Faith Communities

# Protecting vulnerable people in a changing world

## a message from our Chair



In what has been an extremely turbulent year for everyone due to the impact of COVID-19, we've helped our members adapt and supported them to meet the varied and new safeguarding challenges they have faced so that together, we can continue to protect children, young-people and adults from harm and abuse during these extraordinary times and beyond.

As Vice-Chair of the Board, it was necessary for me to take on the role of interim Chair during the past year, as our current Chair sadly suffered a serious accident and was unable to fulfil his duties. In my role as

Vice-Chair, I was familiar with the running of the organisation, however stepping into the role of interim Chair gave me a new insight into the breadth and scope of the work that is being done, and a fresh admiration for all that our member organisations, in partnership with us, are accomplishing together in spite of the increased pressure of the unusual circumstances we are currently operating in.

This has been highlighted by our recent piece of research that we commissioned from the University of Chester to explore and help understand the experiences of safeguarding leads in their roles in Christian faith contexts before, during and post COVID-19. The shift from in-person activity to online and, more latterly hybrid service provision in many areas, has created a whole new set of challenges which organisations are having to navigate at a considerable pace.

Alongside this has been the impact on mental health and the large increase in disclosures as we emerge from the pandemic. This research has been an important contribution to raising an

understanding and awareness of these challenges, as well as being a significant step in equipping and empowering our members to face them with confidence.

As a Board, we remain immensely impressed by how the staff and volunteer team have managed with the shift to at-home working and in some instances the furlough of certain roles. As well as maintaining the level of service our members expect from us, we have been able to develop and release a number of new products and services which specifically meet the changing needs such as webinar training and e-learning. This has been no small accomplishment and is testament to the dedication and commitment of those that work for the charity.

On a national level, we have been pleased to see our campaigning work have an impact with a change to the law announced around Positions of Trust, which currently applies to roles like teachers and social workers but will now be extended to include roles such as faith leaders. This is a direct response to our work on this specific issue through

the APPG on Safeguarding in Faith Settings, and again highlights the impact of working collaboratively with like-minded people, which is one of our core values as a charity.

As the UK's largest Independent and Christian safeguarding charity, it remains our Christian faith which guides us and our Biblically based principles and values which underpin all that we do. We remain firmly committed to our vision of a world where every child and adult can feel, and be, safe.

I remain extremely proud and privileged to have served as interim Chair during this eventful season for the charity and am thankful for my fellow Trustees that have also stepped up to new roles and for our Executive team who have navigated us through these unusual times. I look forward with confidence to see the charity continue to flourish as it encourages the church and many other organisations to fulfil their responsibility to create safer places for all in a changing world.

**Bridget Robb**  
Interim-Chair of trustees



What our members have said about us this year



**“It is inspiring and is a first step for the church to hold further thoughtful and prayerful conversation”**

**“Having done a lot of safeguarding training over the years and usually coming out afterwards feeling weighed down, this training actually felt empowering and gave me confidence in dealing with a major safeguarding issue literally the day after the course finished!”**

**“I have always received excellent service from the team. Friendly, caring, understanding, very supportive, willing.”**

**“Every interaction I have had with various members of the Thirtyone:eight team has been absolutely excellent. I am honestly very impressed with the level of professionalism and sincerity of the team. Everyone I have encountered has answered my questions so confidently. I have felt reassured with their advice and their help has really assisted me in making safeguarding decisions I have encountered in my role. Thank you very much for all you do, and I look forward to many more years of working with your wonderful team.”**





“I’ve done many, many, many safeguarding courses as a teacher and trainee psychotherapist and thought yours was outstanding!! Delivered strongly but sensitively - very impressed.”

“Fantastic service and advice given. The staff were really friendly and professional and made me feel at ease and equipped. As a people manager, this is a very useful tool and I would encourage others to make use of the advice available.”

“Faced with only suspicion [from my organisation] and needing to talk it through, you made it all so much clearer. Your professional knowledge was invaluable to me and my other safeguard team member”

“I felt reassured about the next steps I should take”

# Safeguarding through a global pandemic

The backdrop to the year has been the impact of COVID-19 and the restrictions that have accompanied it that have affected everyone across society, but hardest hit has often been the most vulnerable.

Charities and supporting organisations have struggled to not only meet the demand for their services in many cases but have struggled themselves to keep their heads above water both financially and practically. The following statistics drawn from our own research (conducted by the University of Chester) and other sources help to give context to the experiences of many of our member organisations over the last year.



# 87%

of the safeguarding leads surveyed felt supported in their role



# 82%

had access to support for their role outside of their local church or organisation

# 73%

felt their local church/  
Christian organisation  
understood safeguarding

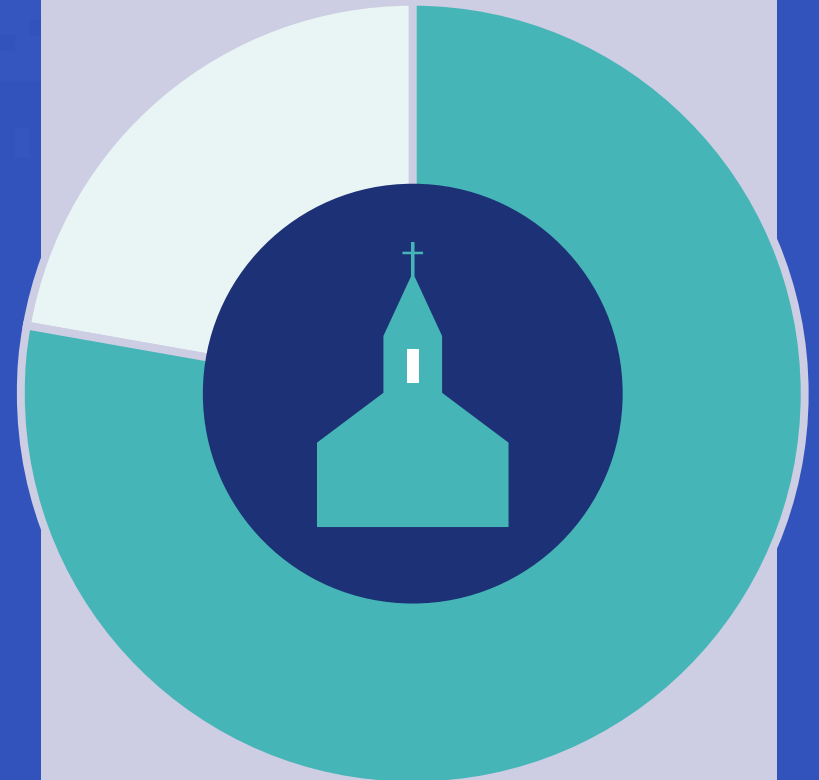
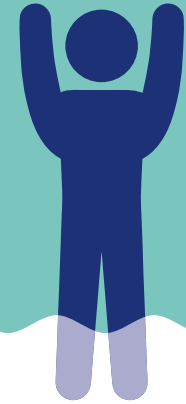


# 78%

of safeguarding leads  
felt their local church/  
Christian organisation  
understood their role

# 20%

had felt overwhelmed in  
their safeguarding role



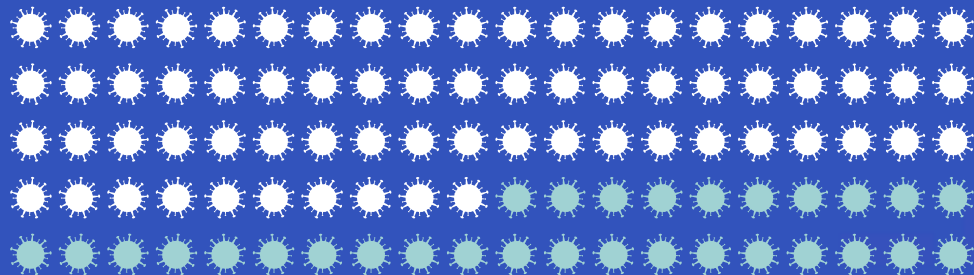


39%

of organisations that conduct international work said the pandemic had impacted that work

70%

reported covid has impacted or changed the way they conduct their safeguarding duties



69%

of participants stated that COVID-19 has impacted safeguarding in their organisation



# Equipping Organisations

We **equip** society with the **knowledge and skills** to create safer environments for children and adults at risk.

Over the past year we have continued in our mission to equip society with the knowledge and skills needed to safeguard vulnerable people by responding to the need for support from organisations and individuals as they have adapted to the rapidly changing circumstances and guidance issued by the government in the face of the pandemic.

## Sharing knowledge

As many organisations have faced significant challenges in changing the way they run their activities or interact with their beneficiaries and staff this year, our focus has been on providing up-to-date and relevant information and knowledge equipping organisations to work safely online and in-person where possible.

We accomplished this in a number of ways including: hosting a free webinar giving advice on working safely during COVID-19 (which proved so popular that demand for registration 'crashed' our

website!); we launched a new series of podcasts on Spotify, Apple podcasts and Google Podcasts, sharing practical tips and guidance; and continued our monthly blog series with advice on helping organisations prepare for a post lockdown rise in disclosures. As well as creating our own content, we worked with a number of partners taking part in several online events including with Charity Digital, Premier Digital (on Inclusivity and the digital church) Faith Charities Week run by Civil Society, and contributed to a new publication produced by IVP books on responding to the challenge of Coronavirus called 'Healthy faith and the Coronavirus'.

Equipping organisations with the knowledge they need to make safe recruitment decisions about their workers remained one of our most relied upon service even during the pandemic. However, our long-established disclosure service, which continues to be the leading provider in the country for checks to the faith sector, was where the impact of the pandemic was most noticeably felt as many organisations cancelled activities, put staff on furlough, and saw a drop in volunteering. Overall, we saw a

40% drop in the number of checks being completed, although towards the end of year as restrictions began to lift, we saw check numbers steadily returning to pre-pandemic levels and recorded more than 42,325 enhanced, standard and basic DBS checks being completed this year.

Another area where we work to share knowledge has been our research programme, conducting relevant and timely research to inform safeguarding practice across the UK. This year saw two research projects being conducted with the publication of the report from our research with the University of Chester into Safeguarding in International Christian Work which we launched at an online event attended by over 150 representatives from charities and faith-based organisations working internationally, and the launch of a study into the impact of COVID on safeguarding, the headlines of which are published in this report with the full report due to be published next year. Research remains a core element of our work underpinning and informing the development of our advice and services.





## Skilling-up

One of the primary ways that we work to skill up organisations and workers is through the provision of safeguarding training. With the restrictions in place on meeting in-person, our focus this year has been on the development and provision of alternative online learning options including the provision of webinars and in launching of our new e-learning product.

Our webinars cover the full range of our training offer, delivered across day times, evenings and Saturdays. This year we have been able to add four new courses to our range which have included Pastoral Care and Supporting Survivors, Assessing and Managing Risk, Spiritual Abuse and safeguarding in an international context. This brings our total course offering to 14. Our team of self-employed trainers remain committed and flexible alongside growing demand, and they have all grown in confidence in their ability to deliver webinars, many of them switching between host and co-host with ease and offering peer support for their own professional development.

Our first Safeguarding in an International Context training was informed by our research with the University of Chester and had 30 delegates from all over the world, including countries such as Spain, Portugal, Ecuador and Chad, many with extensive experience of safeguarding internationally.

The launch of our brand-new e-learning was a significant step forward with our new Basic Safeguarding Awareness course. This one-hour online course was built completely in house by the team and feedback so far has included: "I teach basic safeguarding and found the course excellent and very comprehensive. I especially liked the fact you brought Christian elements into the course to consider and our responsibility".

**OUR PLANS FOR FUTURE  
E-LEARNING COURSE ARE WELL  
UNDER WAY.**

# Empowering Society

We **empower** society to **respond appropriately** to those who are vulnerable or have experienced abuse.

The second part of our mission is to empower society and we do this by being a shoulder to lean on for organisations and individuals which has never been more keenly felt than during these uncertain times.

## Responding

Our safeguarding helpline continues to be one of our most-used services. During the year our dedicated helpline team continued to provide guidance and advice, many working from home, to enable individuals and organisations to respond appropriately to issues of abuse; prevention and response. Open Monday to Friday (9am – 5pm) with an ‘out of hours’ service operated for urgent calls, during this year, we received and responded to 3,330 calls 8% of which were received out of hours. As with our DBS service, the impact of pandemic was evident in a decrease of 37% in total recorded call volumes compared with the previous year, with our summer period (usually our busiest due to festivals and events) being extremely quiet. Following a user consultation with key stakeholders, we changed the provision

we offer to operate from 7am to midnight each day.

We’ve also been the first point of contact for responding directly to victims/survivors by providing three designated helplines associated with our safeguarding reviews relating to high-profile cases.

## Specialist support

Year on year we see demand for our consultancy work increase and this year has been no exception despite the restrictions of the pandemic, which have meant much of our work has been conducted through online video meetings. More recently, there has been an increase in requests for audits and case reviews. These are complex safeguarding situations and we are privileged to be able to work in partnership with a wide range of organisations to help support, encourage and equip them with their safeguarding needs.

This year has also seen an increase in organisations wishing to enter a service agreement with us and we’ve seen new agreements set-up and the renewal of 17 existing annual agreements. We’ve also seen renewals of our listening service which we offer to support survivors, and our ‘out of hours’ cover to ensure workers always have someone to speak to when they need advice. We continue to get positive feedback

in relation to these on the service we offer and this is emphasised in the ongoing high level of renewals.

During this year, we have been commissioned to undertake a number of complex safeguarding reviews and have expanded our support for international safeguarding which is an area that we continue to see growing year on year. We have undertaken three complex reviews in the past year for The Crowded House, Emmanuel Church Wimbledon and the Titus Trust.

Our Lessons Learned Review for The Crowded House was our first published review in the past year. This type of work is extremely complex and challenging for all who take part. Operating such a review requires expert knowledge and professionalism and a tested methodology. The report of the review and all its recommendations were accepted by the trustees of The Crowded House. It has also received some very positive feedback from many participants, interested others, and even academic colleagues. It is important to note that following this work there have been two complaints to date from interested parties, which have been responded to through our formal complaints process.

The Lessons Learned Review for Emmanuel Church Wimbledon was the

largest undertaking of consultancy work Thirtyone:eight has undertaken to date. We are so very grateful to all who participated, especially to victims and survivors who shared their stories, as well as to the many members of the Thirtyone:eight team for their great commitment to undertaking this sensitively, compassionately and professionally. It has been very encouraging recently to learn of two organisations that are committed to going through each of the wider recommendations for reflection and learning about what may need to change regarding their existing structures, processes and culture to help prevent any similar occurrences.

THE CULTURE REVIEW FOR TITUS TRUST IS CURRENTLY UNDERWAY AND WILL REPORT TOWARDS THE END OF 2021.

# Encouraging People

We **encourage** society to stand against oppression and exploitation by **informing legislation** and striving to **raise the standards** in safeguarding practice.

Integral to our mission is to encourage organisations to raise standards in safeguarding. Once they have the knowledge, skills and tools they need to create safer places, we work to encourage them to create cultures that are safer for all. The challenge this year has been to ensure safeguarding has remained on the agenda, amongst the all the competing priorities of the pandemic.

## Informing understanding

This year saw the government announce an important change on Positions of Trust legislation which we, as a charity, have been campaigning for as part of our work through the All-Party Parliamentary Group for which we provide the Secretariat.

This has resulted in proposed changes to the 'Positions of Trust' legislation which appeared in the Police, Crime, Sentencing, and Courts Bill, introduced in Parliament in March, which would make it illegal for both religious leaders and sports coaches to engage in sexual activity with 16- and

17-year-olds. As of writing, the Bill is scheduled for a second reading in the House of Lords. This provided opportunity for us to speak to the media about the change and about this aspect of our work including across BBC radio.

This year we've also sought to inform conversations around faith and safeguarding through the development of a theology of safeguarding – 'On behalf of the voiceless' – produced in partnership with Dr Krish Kandiah, and which seeks to give clarity around the Christian faith basis and motivation for safeguarding within faith communities.

## Raising standards

This year we've sought to continue to raise safeguarding standards across society through various initiatives including our flag ship campaign Safeguarding Sunday

Like everything else this year, our Safeguarding Sunday campaign looked very different. We updated and refreshed our online resources, ensuring they were focused on online services. This included the production of a brand-new animation - Sam's story – which looked at safeguarding from the perspective of a child and which was shortlisted for 'Best use of Video, Animation or Audio' in the MemComm Awards 2021. Also,

this year, for the first time, we hosted our own online Safeguarding Sunday service which featured contributions from Staff and Trustees, including worship, prayers and a talk that was broadcast live on our Facebook channel and hosted on our website and YouTube. To make this as accessible as possible, we collaborated with 'Signs of God' to provide sign language interpretation, which was a helpful process as we think about developing more digital content.

In total we had over 2,000 visits to the Safeguarding Sunday web page, 700 organisations registered to take part and the 'live' service received 1,800 views across all our platforms. Feedback we received included: "Safeguarding can be a subject that some people are not too keen to listen to or take part in. I think that using some of the great resources that you provided gave a different and more interesting insight into the subject. Everyone was engaged and I didn't get the usual comments about it not being relevant. Thank you." Which was great to hear. The campaign was supported by the Church of England, and endorsed by both Archbishop John Sentamu and Bishop Peter Hancock (Lead Safeguarding Bishop at the time). Also, this year we have seen over 300 church leaders sign our 'Safer Places Pledge'.

Also, this year, we have continued to raise standards in safeguarding through working in partnership with the key representatives for safeguarding from all the main Christian denominations as members (and with Justin Humphreys as the current Chair) of the Christian Forum for Safeguarding (CFS), and through our sponsorship of the Children & Young People Now excellence in safeguarding award. We've also sought to encourage society to stand against oppression and exploitation by being a trusted voice speaking out on the issues and amplifying the voice of victims and survivors. We continue to be the 'go to' organisation for the media on all matters relating to safeguarding and faith, regularly contributing and commenting via religious and main stream press and media including: The Telegraph, The Times, The Sun, The Church Times, Premier, Third Sector, Children & Young People Now, UCB Radio, Christian Today, and others.



David Pearson, the founder of Thirtyone:eight, received an MBE in the Queen's New Year Honours list.

David, who was CEO of the charity until his retirement in 2010, and then Company Secretary and a Trustee until 2019, was instrumental in the development of the charity which, at one point, he ran from a caravan on his driveway. It has grown over the last 40+ years to become the largest independent faith-based safeguarding charity in the United Kingdom with a team of over 50 people and engaging with a network of over 10,000 organisations nationally and internationally.

David says he

“DREAMED OF A CHURCH THAT WAS AHEAD OF THE GAME, SETTING THE STANDARD IN ITS MEASURES TO PROTECT CHILDREN AND SUPPORT ALL THOSE AFFECTED BY SUCH HORRIFIC ABUSE AND NEVER SEEKING TO DEFEND THE INDEFENSIBLE.”

Although that dream may still be some way off, the significant progress made since David began his work is evident. We now see a significant proportion of churches implementing safeguarding procedures, churches being held to account for past and present failures and the right attention being given to faith communities through the Independent Inquiry into Child Sexual Abuse in which Thirtyone:eight has been an active participant.



# We are stronger together

Every organisation that works with children, young people or adults can benefit from joining us as a member. Open to any organisation that wants to create safer places, membership with us is the gateway to accessing our complete range of services. Our unique membership model means everyone in an organisation gets the help and advice that is right for them. Plus, they get all the benefits of being part of a supportive community of like-minded organisations nationwide, sharing best practice together.

Levels of membership have continued to remain steady throughout the year, despite the impact of the pandemic. Overall, the number of individual organisations that hold an active annual membership with us is 6,260. As many of these are head-office or denominational/national groups this means we work with over 10,000 organisations through our network.

We work hard to ensure membership is affordable and accessible, whilst remaining of the highest quality so that whether the organisation is a large national company or a small local church, if they employ thousands of staff or just a handful of volunteers, our services can easily scale to fit the need. As part of our charitable objectives and our commitment to creating safer places

for all, organisations with a low annual turnover or those just setting up, we administer a support fund to ensure finances are not a barrier to receiving our help. This year we have spent £14,215 on reduced subscriptions which is up 9% on last year and we have given a subscription break to 62 organisations (41 of these have remained members). This is against the backdrop of an incredibly challenging year for our membership.

## Our community

One of the many benefits of membership is that members receive regular communication and updates from us which seek to equip, empower and encourage them in all they are doing to create safer places for all. This year we've

refreshed and updated our members' magazine, Together, which is now published twice a year, providing useful updates on legislation and relevant topical articles. Members receive a monthly email keeping them up-to-date on the latest safeguarding related news, headlines and legislative changes, as well as having access to our comprehensive online safeguarding manual which is full of freely downloadable resources, templates, forms and policy documents.

## Across the UK and beyond

Our mission is to support organisations across the UK, and those working internationally, to create safer places for all. With significant differences in legislation, governance and terminology across the four nations of the UK and globally, as well as some similarities, our team of specialist safeguarding advisors has been continuing to offer help and support that is relevant to these different contexts.

In Scotland, Children Scotland hosted its first ever online learning week. As part of this week-long online event, which brought together a range of experts and organisations to share ideas, perspectives and possible solutions to some of the biggest challenges currently facing the children's sector in Scotland, we were delighted to be invited to deliver a session on Crisis Management.

In Northern Ireland our long-established AccessNI service continued to provide ANI checks to the faith sector in Northern Ireland and our nationally accredited safeguarding helpline become member of the Helplines NI network. Helplines NI brings together over 30 helplines operating across Northern Ireland, providing a variety of support services including information, advice, counselling and listening services. The Thirtyone:eight safeguarding

helpline compliments other Helplines NI members by providing specialist safeguarding advice for professionals, churches, charities, individuals, victims and survivors. Thirtyone:eight has also become a member of the Northern Ireland Council on Voluntary Action (NICVA). NICVA supports the voluntary and community sector by offering a range of practical, advocacy and support services. We are looking forward to partnering with NICVA members in the faith and charitable sectors in Northern Ireland.

In Wales, we continued our work with the Welsh Christian Safeguarding Forum (WCSF) an inter-denominational network meeting of Safeguarding Professionals in Christian Organisations building links with the Welsh Government, the National Independent Safeguarding Forum, Regional Safeguarding Boards, and the Welsh Council for Voluntary Action, along with links to other organisations in order to inform legislation and raise standards in safeguarding. We also continued to provide the faith representative input for the Welsh Council of Voluntary Action safeguarding steering group.

**THIS YEAR WE ALSO LAUNCHED TRAINING SPECIFIC FOR THE LEGISLATIVE AND PRACTICE CONTEXT OF EACH OF THE FOUR NATIONS.**



# Statement from our joint Chief Executives



Some areas of work that have suffered in volume terms during the pandemic are on a slow, but gradual, return towards previous levels. It is encouraging to see increases in disclosure processing volumes (heading towards 75% of volumes when compared with the same time in 2019 –pre-pandemic). The uptake of the free webinars over the last year might also indicate an increased interest from account holders, in readiness

for a return to in-person based activities in the summer and beyond.

Call volumes to our Safeguarding Helpline are also now beginning to show signs of increased uptake, with numbers not dissimilar to the same period in 2019. Our training activity is also healthy, with an increase of 30% in quarter four compared with the same quarter in 2019.

We continue to keep our eye on the horizon and plan as best we can to anticipate the return to more stable levels of activity for charities and faith-based organisations post-lockdown. We expect that the pandemic will continue to affect activities and volumes for some time yet, but these early indicators are encouraging.

Several large pieces of work have been completed during the last year which gives us opportunity to reflect on processes and apply any learning for future development. Not least, the successful completion of the Independent Learning Review for The Crowded House and the Independent lessons learned review concerning Jonathan Fletcher and Emmanuel Church Wimbledon. In addition, we have been commissioned by other organisations to

undertake further complex safeguarding reviews. We have also expanded our support for international safeguarding, which is an area that we continue to see growing year on year.

Our strategy document continues to provide the backdrop and give focus to the direction of work. Strategy continues to shift and evolve as demand and circumstances dictate, although having a longer-term view ensures key projects are not forgotten. Some significant work has been achieved in our IT infrastructure and there has been a huge amount of cross department work with our independent reviews. Finance and business continue to produce more valuable data to ensure we can be more intelligent about future decisions in different areas of the business.

We have already begun to look at the forward plans for 2021-22 and beyond. Flexibility will be required taking account of when and how the COVID-19 restrictions will be lifted. We continue to have made some significant gains having re-prioritised some of our plans and these will put us in a good position as we look forward with many plans already underway.

During the year Steve was able to time off on sabbatical with Justin's sabbatical planned for Q1 of the next financial year. The opportunity to take time out to refresh and do something completely different is valuable.

In some areas of our work, the way forward is less certain. Government guidance continues to understandably shift, and we need to react appropriately to this – ensuring the safety of staff as our priority. This does not stop the great work that has happened and will continue to take place. Importantly our users have continued to receive the same high level of service they have come to expect from us.

The staff team continues to lean-in to the challenges that we are facing organisationally and have been consistent in their achievement of a remarkable output regardless. This is to their credit and demonstrates the sheer determination that exists behind the collectively felt purpose of each and every team.

**Justin Humphreys and Steve Ball**  
Joint-CEOs

*Our thanks go to the team for the continued efforts to keep the work not only continuing but developing in so many ways through this year.*



## Covid-19

This year has genuinely been a year like no other. The effect of COVID on us and our members has been significant, resulting in some organisations being forced to reduce or completely cease activity for large periods of time.

After successfully working through the immediate disruption of moving all staff to homeworking, we have continued to innovate and adapt many of our services to respond to the changing and evolving needs of our members ensuring they continue to have the help and support they need.

COVID has hit us financially, up to the value of c£160k, but we are grateful to have more than sufficient reserves to cover this. It has put our financial forecasting to return to a positive budget back 18 months to two years, but again we have adequate reserves to facilitate this.

As with any crisis, there are good opportunities to learn as an organisation. We have taken this time to re-evaluate, improve systems, develop online offerings, consider what post-lockdown looks like for us and our members. We believe we are coming through this stronger, more efficient and more effective because of the demands of COVID.

## Post COVID and beyond 2021

Our longer-term plans continue to be governed and developed in line with our organisational strategy, which has proved to be a 'living' document over the last year, as some aspects required more immediate action through COVID, while others could be appropriately pushed back. The strategy is built around four key areas of focus:

**Sustainable Growth** We are an organisation that values our environment and strives to use the best technology and resources to maximise the effectiveness, impact and sustainability of our work. This will include working to be a carbon neutral organisation; developing the way we use technology and plan financially; engaging with changes in structure of Christian churches and communities; greater engagement across all four nations of the UK and internationally.

**Ethical Application** We are an organisation that is motivated by our Christian faith, which will always be demonstrated in our love for people and the way we engage with them. This will include; ensuring all services continue to operate in line with our core Christian values; responding to challenges and diversity in society.

**Collaborative Approach** We are an organisation that believes in the value that is brought by different perspectives, knowledge, experience and expertise and we will seek to strengthen the support we provide through working with others where possible. This will include: influencing and leading change at a national and local level; growing new and existing partnerships; expanding our membership models and offers; developing our consultancy, training, help line and DBS offers in collaboration with our membership.

**Professional Development** We are an organisation that seeks to positively influence others through the outworking of our Christian faith, professionalism and desire to improve people's lived experience through our own learning and development. This will include: further increasing the quality of work undertaken; providing opportunity to recognise good practice; increasing our role as a leading and learning organisation.

# Financials

Year on year our income has decreased by only £122k This performance would have been worse if not for the sale of our property in November 2020. We remain so grateful to all our members and supporters for helping us to achieve this.

Our expenditure decreased by £269k. We saw net gains on the revaluation of our investments of £213k giving us a total net movement in funds of +£90k.

Our investment portfolio has significantly recovered after the downturn at the end of last year. The value of the funds has also increased due to profits from the sale of our property being added to the investment portfolio.

Our fixed assets are valued at £1.4m with £1.2m of that being in investments.

## Reserves policy

Our reserves policy states that we should hold 3 months' expenditure, though for some years now the actual amount has been in excess of this figure. Based on the 2021 accounts this equates to approximately £595k (2020: £663k). Over the next 2-3 years the deficit budget will

have a significant impact on our finances and is likely to reduce the income from the reserves we have held.

We remain confident about resolving the deficit and have robust plans in place to progress with this over the coming years.

Further details of our accounts can be found in the accompanying financial statements.

## Current Risk Management

Increased income from other areas of our work, development of new income streams and sufficient reserves. Our new online training suite and IT systems and infrastructure are examples of how we have done this.

Our staff take risk seriously in all areas of our work, which works effectively towards identifying and managing risk well on a day-to-day basis.

This gave us a net performance of  
**-£123k**  
before investments losses/gains.



# Structure, Governance and Management

## Governing document

Thirtyone:eight is a registered charity and a Company limited by guarantee, without share capital. It is governed by its Trustees (the Directors). The governing document is its Memorandum and Articles of Association. These were updated in November 2019 to include the simplification of Trustees' terms of office, the ability for remote meetings and changes in language to reflect current terms. The charity is registered with the Charity Commission in England and Wales, and the Scottish Charities Regulator.

## The Board of Trustees

The Board consists of a maximum of 9 Trustees, dependent on recruitment of suitable candidates. New trustees are recruited as vacancies arise by following a safer recruitment process, which includes candidates being interviewed and references taken before being invited to participate in Board meetings before a final decision on appointment is reached by the full Board.

Trustees' tenure is for a period of 3 years. Members can stand for re-election by the Board for a maximum of three terms.

The Board annually considers the mix of skills, knowledge and experience it needs to govern, lead and deliver the charity's purposes effectively. It endeavours to reflect this mix in its trustee appointments, balancing the need for continuity with the need to refresh the Board. Trustees receive an appropriately resourced induction when they join the Board. Trustees are given the opportunity to have ongoing learning and development. The full Board meet quarterly and, in addition, the Executive Committee, comprising the Chair and the Vice Chair and the Joint CEOs, meet four times.

Whilst it is acknowledged that the Board take ultimate responsibility for the activity of the charity, delegations are set to the 'lowest appropriate responsible person' in order to facilitate efficient and effective day to day running of the organisation. These are clearly set out in our Internal Controls Policy and Practice.

## Pay policy for key management

The key management for the charity comprises the Trustees and the Joint Chief Executives. Remuneration and benefits are determined on the basis of performance and periodic peer sector benchmarking. In the case of the Chief Executives, this power is delegated to the Trustees, and for other management personnel, pay and benefits are determined by the Chief Executives, subject to an overall budget and framework agreed by Trustees.

# Administrative details

## **Registered charity name**

Thirtyone:eight (formerly Churches' Child Protection Advisory Service)

## **Charity registration number**

1004490 (England and Wales)  
SC040578 (Scotland)

## **Company registration number**

02646487

## **Principal and Registered office**

2 Rosedale Nursery Offices, College Road,  
Hextable, Kent, BR8 7LT

## **Trustees**

Mr A C Pierce - Chair  
Mrs B Robb – Vice Chair  
Mrs J Douglas  
Dr T Herring - Safeguarding  
Mr O C B Home  
Ms A Ward  
Mr P Wharrad (appointed 14.05.20)  
Joint Chief Executives  
Mr J Humphreys (Safeguarding)  
Mr S Ball (Operations)

## **Auditor**

Azets Audit Services, Greytown House  
221-227 High Street, Orpington, Kent  
BR6 0NZ

## **Investment Managers**

Rathbones, 159 New Bond Street, London,  
W1S 2UD

## **Bankers**

Barclays Bank plc, 8 - 14 Darwen Street  
Blackburn, BB2 2BZ

## **Solicitors**

Wellers Solicitors, Tenison House,  
45 Tweedy Road, Bromley, Kent, BR1 3NF

In accordance with the company's articles,  
a resolution proposing that Azets Audit  
Services be reappointed as auditor of the  
company will be put  
at a General Meeting.

Disclosure of information to auditors.

Each of the trustees has confirmed that  
there is no information of which they are  
aware which is relevant to the audit, but of  
which the auditor is unaware. They have  
further confirmed that they have taken  
appropriate steps to identify such relevant  
information and to establish that the  
auditors are aware of such information.

This report has been prepared in  
accordance with the special provisions  
of Part 15 of the Companies Act 2006  
relating to small companies.

Approved by order of the board of trustees  
on 25th November 2021.



**Auditor**

In accordance with the company's articles, a resolution proposing that Azets Audit Services be reappointed as auditor of the company will be put at a General Meeting.

**Disclosure of information to auditors**

Each of the trustees have confirmed that there is no information of which they are aware which is relevant to the audit, but of which the auditor is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the auditors are aware of such information.

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

Approved by order of the board of trustees on 25<sup>th</sup> November 2021 and signed on its behalf by:



Bridget Robb  
Interim Chair

Statement of Trustees Responsibilities  
for the Year Ended 31 March 2021

Company law and the law applicable to charities in England and Wales 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 the year. In preparing those financial statements the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP 2015 (FRS102);
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards 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 charitable company will continue in business.

The trustees are responsible for keeping adequate 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.

## Report of the Independent Auditors to the Members of Thirtyone:Eight

### **Opinion**

We have audited the financial statements of Thirtyone:Eight (the 'charitable company') for the year ended 31 March 2021 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 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 2021 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**

In auditing the financial statements, we have concluded that the Trustees use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Trustees with respect to going concern are described in the relevant sections of this report.

### **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. The Trustees are responsible for the other information contained within the annual report. 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. 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 course of 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 this gives rise to a material misstatement in the financial statements themselves. 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 and the incorporated Strategic Report prepared for the purpose of company law for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Trustees' Report and the incorporated Strategic Report have been prepared in accordance with applicable legal requirements.

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

In the light of the 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 and the incorporated Strategic Report.

We have nothing to report in respect of the following matters where 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.

### **Responsibilities of trustees**

As explained more fully in the Statement of Trustees' responsibilities set out on page 14, 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.

### **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.

### **Extent to which the audit was considered capable of detecting irregularities, including fraud**

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above and on the Financial Reporting Council's website, to detect material misstatements in respect of irregularities, including fraud.

**Extent to which the audit was considered capable of detecting irregularities, including fraud (continued)**

We obtain and update our understanding of the entity, its activities, its control environment, and likely future developments, including in relation to the legal and regulatory framework applicable and how the entity is complying with that framework. Based on this understanding, we identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. This includes consideration of the risk of acts by the entity that were contrary to applicable laws and regulations, including fraud.

In response to the risk of irregularities and non-compliance with laws and regulations, including fraud, we designed procedures which included:

- Enquiry of management and those charged with governance around actual and potential litigation and claims as well as actual, suspected and alleged fraud;
- Reviewing minutes of meetings of those charged with governance;
- Assessing the extent of compliance with the laws and regulations considered to have a direct material effect on the financial statements or the operations of the company through enquiry and inspection;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations;
- Performing audit work over the risk of management bias and override of controls, including testing of journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for indicators of potential bias.

As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the charitable company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charitable company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the charitable company to cease to continue as a going concern.

**Extent to which the audit was considered capable of detecting irregularities, including fraud (continued)**

- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation (ie. gives a true and fair view).

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

**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.

*Azets Audit Services Limited*

Michelle Wilkes FCA  
Senior Statutory Auditor  
For and on behalf of Azets Audit Services,  
Greytown House  
221-227 High Street  
Orpington  
Kent BR6 0NZ  
Date: 29 November 2021

Thirtyone:Eight

Statement of Financial Activities  
(Incorporating an Income and Expenditure Account)  
for the Year Ended 31 March 2021

		Unrestricted funds	
	Notes	31.3.21	31.3.20
		£	£
<b>INCOME AND ENDOWMENTS FROM</b>			
Donations and legacies	2	14,245	14,553
Charitable activities	3	1,946,291	2,330,181
Other trading activities	4	601	5,247
Investment income	5	22,665	30,592
Coronavirus Job Retention Scheme		29,294	-
Gain on sale of fixed asset investment		<u>245,478</u>	<u>-</u>
<b>Total</b>		<b>2,258,574</b>	<b>2,380,573</b>
<b>EXPENDITURE ON</b>			
Raising funds	6	6,543	6,995
<b>Charitable activities</b>			
Consultancy	6	436,583	328,065
Disclosures and helpline		1,678,569	1,972,700
Training		260,034	334,272
<b>Other trading activities</b>	6	<u>204</u>	<u>8,434</u>
<b>Total</b>	6	<b>2,381,933</b>	<b>2,650,466</b>
<b>NET EXPENDITURE BEFORE GAINS AND LOSSES</b>		<b>(123,359)</b>	<b>(269,893)</b>
<b>Other recognised gains/(losses)</b>			
Gains/(losses) on revaluation of investments	12	213,322	(110,720)
<b>Net movement in funds</b>		<b>89,963</b>	<b>(380,613)</b>
<b>RECONCILIATION OF FUNDS</b>			
Total funds brought forward	24	1,517,469	1,898,082
<b>TOTAL FUNDS CARRIED FORWARD</b>		<b><u>1,607,432</u></b>	<b><u>1,517,469</u></b>

All transactions are derived from continuing activities.

All recognised gains and losses are included in the Statement of Financial Activities.

Thirtyone:Eight

Balance Sheet  
At 31 March 2021

	Notes	31.3.21 £	31.3.20 £
<b>FIXED ASSETS</b>			
Intangible assets	10	103,611	147,954
Tangible assets	11	15,184	25,721
Investments	12	<u>1,232,787</u>	<u>828,395</u>
		1,351,582	1,002,070
<b>CURRENT ASSETS</b>			
Debtors	13	195,065	155,009
Current asset investments	14	-	245,317
Cash at bank		<u>236,624</u>	<u>272,890</u>
		431,689	673,216
<b>CREDITORS</b>			
Amounts falling due within one year	15	(175,839)	(157,817)
		<u>255,850</u>	<u>515,399</u>
<b>NET CURRENT ASSETS</b>			
		<u>1,607,432</u>	<u>1,517,469</u>
<b>NET ASSETS</b>			
<b>FUNDS</b>			
Unrestricted funds		1,488,637	1,343,794
Designated funds	17	<u>118,795</u>	<u>173,675</u>
<b>TOTAL FUNDS</b>		<u><u>1,607,432</u></u>	<u><u>1,517,469</u></u>

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial statements were approved by the Board of Trustees on 25<sup>th</sup> November 2021 and were signed on its behalf by:



.....  
Bridget Robb  
Interim Chair

Thirtyone:Eight

Cash Flow Statement  
for the Year Ended 31 March 2021

	Notes	31.3.21 £	31.3.20 £
<b>Cash flows from operating activities:</b>			
Cash generated from operations	19	<u>135,359</u>	<u>(167,512)</u>
<b>Net cash flow from operating activities</b>		<u>135,359</u>	<u>(167,512)</u>
<b>Cash flows from investing activities:</b>			
Purchase of tangible fixed assets		(1,218)	(13,272)
Purchase of intangible fixed assets		(3,994)	(63,049)
Purchase of fixed asset investments		(534,254)	(59,802)
Sale of fixed asset investments		345,176	314,075
Interest received		<u>22,665</u>	<u>30,592</u>
<b>Net cash provided by investing activities</b>		<u>(171,625)</u>	<u>216,070</u>
<b>Change in cash and cash equivalents in the reporting period</b>		(36,266)	48,558
<b>Cash and cash equivalents at the beginning of the reporting period</b>		272,890	224,332
<b>Cash and cash equivalents at the end of the reporting period</b>		<u>236,624</u>	<u>272,890</u>

## **1. ACCOUNTING POLICIES**

### **1.1 Basis of preparing the financial statements**

Thirtyone:Eight is a registered charitable company in the United Kingdom. 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 address of the registered office is given in the charity information on page 14 of these financial statements. The nature of the charity's operations and principal activities is the provision of education and resources primarily, but not exclusively, for safeguarding children, vulnerable adults and those affected by abuse.

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant notes to these accounts.

The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK (FRS 102) issued on 16 July 2014 as amended by Bulletin 1 and Bulletin 2 and the Financial Reporting Standard applicable in the United Kingdom (FRS 102) and the Charities Act 2011.

The financial statements are prepared on a going concern basis under the historical cost convention, modified to include certain items at fair value. The financial statements are prepared in sterling which is the functional currency of the charity.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

### **1.2 Fund accounting**

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

Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside for a specific purpose. Restricted funds are donations which the donor has specified are to be solely used for the particular areas of the charity's work. Further details of each fund as shown in note 17.

### **1.3 Income**

All income is included in the Statement of Financial Activities (SoFA) when the charity is legally entitled to the income after any performance conditions have been met, the amount can be measured reliably and it is probable that the income will be received.

- Membership income is invoiced annually and is accounted for in the month that it is received
- Training income is accounted for in the month it is receivable
- Consultancy income is accounted for in the month it is receivable
- Donations are recognised when they are received and any income tax recoverable in relation to donations received under gift aid is recognised at the time of the donation.
- Disclosure checks are billed the month after the disclosure check is completed

Notes to the Financial Statements  
for the Year Ended 31 March 2021

**1.4 Expenditure**

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably. It is categorised under the following headings:

- Costs of generating funds are those costs incurred in attracting voluntary income.
- Charitable expenditure comprises those costs incurred by the charitable company in the delivery of its activities and services for beneficiaries. It includes both costs allocated directly to such activities and those costs of an indirect nature necessary to support them.
- Support costs have been allocated on the basis of time, with the exception of general costs, which are allocated on a usage basis.
- Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charitable company.

Grants offered subject to conditions which have not been met at the year end date are noted as a commitment but not accrued as expenditure.

Irrecoverable VAT is charged as an expense against the activity for which expenditure arose.

**1.5 Allocation and apportionment of costs**

Support costs are those that assist the work of the charity but do not directly represent charitable activities and include office costs, governance costs, administrative payroll costs. They are incurred directly in support of expenditure on the objects of the charity and include project management carried out at Head Office. Where support costs cannot be directly attributed to particular headings they have been allocated to cost of raising funds and expenditure on charitable activities on a basis consistent with use of the resources for example, allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by their usage. See note 6.

**1.6 Intangible fixed assets**

Intangible fixed assets relates to the capitalisation of the CRM database and website development costs. Amortisation is provided at 20% straight line in order to write off each asset over its estimated useful life.

**1.7 Tangible fixed assets**

Tangible fixed assets are stated at cost or valuation less accumulated depreciation and accumulated impairment losses. Cost includes costs directly attributable to making the asset capable of operating as intended. Fixed assets below £500 are not capitalised.

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Freehold property	- 2% on cost
Fixtures and fittings	- 25% straight line
Motor vehicles	- 25% straight line

### **1.8 Fixed Asset Investments**

Investments are recognised initially at fair value which is normally the transaction price excluding transaction costs. Subsequently, they are measured at fair value with changes recognised in 'net gains / (losses) on investments' in the SoFA if the shares are publicly traded or their fair value can otherwise be measured reliably. Other investments are measured at cost less impairment.

### **1.9 Current asset investment**

Investments represent charity assets which are on the open market for resale and are valued at the cash or other consideration expected to be paid or received and are not discounted.

### **1.10 Debtors**

Trade and other debtors are recognised at the amount due less any provision for bad or doubtful debts.

### **1.11 Creditors**

Creditors 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 are recognised at their settlement amounts.

### **1.12 Hire purchase and leasing commitments**

Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight line basis over the period of the lease.

### **1.13 Pension costs and other post-retirement benefits**

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

### **1.14 Going Concern**

The trustees have assessed the financial position of the charity, the assumptions made in the preparation of its budgets and forecasts and the financial risks it faces. Based on this and the level of reserves held the trustees conclude that it is appropriate to prepare the financial statements on a going concern basis.

Thirtyone:eight's work is all in the area of safeguarding and, with the exception of the Covid-19 period, the demand for our services has continued to increase year on year. With safeguarding being at the forefront of all public activities now, there is no reason to think that this demand will reduce. Thirtyone:eight are always looking to the future and trying to see new potential areas for our work to ensure we are ahead of the curve. Our five year strategic plan, which was developed last year, ensures that we have a clear focus and direction.

Our financial model is spread across various departments which shares the risk – even if one area did reduce beyond our control. We have embarked over the last few years a large consolidation and expansion project for the whole business and have been working to a budget deficit for this time. It is our expectation (and the previous year’s modelling show) that we will return to a balanced budget over the next two years – even with the effect of Covid-19 - and we have sufficient reserves to cover the interim shortfall.

Notes to the Financial Statements  
for the Year Ended 31 March 2021

**1.15 Taxation**

The charity is an exempt charity within the meaning of schedule 3 of the Charities Act 2011 and is considered to pass the tests set out in Paragraph 1 Schedule 6 Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes.

**1.16 Judgement and key sources of estimation uncertainty**

Accounting estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. The Foundation makes estimates and assumptions concerning the future. The resulting accounting estimates and assumptions will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below.

*Useful economic lives of intangible and tangible assets*

The annual amortisation/depreciation charge for tangible assets is sensitive to changes in the estimated useful economic lives and residual values of the assets. The useful economic lives and residual values are reassessed annually. They are amended when necessary to reflect current estimates, based on technological advancement, future investments, economic utilisation and the physical condition of the assets. See notes 10 and 11 for the carrying amount of the website development and software and property plant and equipment, and notes 1.6 and 1.7 for the useful economic lives for each class of assets.

**1.17 Government grants**

Government grants are recognised at the fair value of the asset received or receivable when there is reasonable assurance that the grant conditions will be met and the grants will be received.

A grant that specifies performance conditions is recognised in income when the performance conditions are met. Where a grant does not specify performance conditions it is recognised in income when the proceeds are received or receivable. A grant received before the recognition criteria are satisfied is recognised as a liability.

**2. DONATIONS AND LEGACIES**

	31.3.21	31.3.20
	£	£
Donations and legacies	10,008	9,677
Gift aid	<u>4,237</u>	<u>4,876</u>
	<u>14,245</u>	<u>14,553</u>

Notes to the Financial Statements - continued  
for the Year Ended 31 March 2021

**3. INCOME FROM CHARITABLE ACTIVITIES**

	31.3.21	31.3.20
	£	£
Consultancy	224,750	134,741
Disclosures and helpline	746,030	1,229,081
Membership	804,745	765,550
Training	167,285	193,272
Other	<u>3,481</u>	<u>7,537</u>
	<u>1,946,291</u>	<u>2,330,181</u>

**4. OTHER TRADING ACTIVITIES**

	31.3.21	31.3.20
	£	£
Merchandise	<u>601</u>	<u>5,247</u>

**5. INVESTMENT INCOME**

	31.3.21	31.3.20
	£	£
Income from listed investments	22,593	30,014
Deposit account interest	<u>72</u>	<u>578</u>
	<u>22,665</u>	<u>30,592</u>

**6. EXPENDITURE ON CHARITABLE ACTIVITIES**

	Staff costs	Direct costs	Support costs	Total 31.03.21	Total 31.03.20
<b>Raising funds</b>	-	6,543	-	6,543	6,995
<b>Charitable expenditure</b>					
Consultancy	220,709	139,444	76,430	436,583	328,065
Disclosures and helpline	898,040	526,830	253,699	1,678,569	1,972,700
Training	160,677	42,469	56,888	260,034	334,272
	<u>1,279,426</u>	<u>708,743</u>	<u>387,017</u>	<u>2,375,186</u>	<u>2,635,037</u>
<b>Other trading activities</b>					
Merchandise	-	-	204	204	8,434
	<u>1,279,426</u>	<u>715,286</u>	<u>387,221</u>	<u>2,381,933</u>	<u>2,650,466</u>

Notes to the Financial Statements - continued  
for the Year Ended 31 March 2021

**6a. SUPPORT COSTS**

	31.03.21	31.03.20
Rent	75,590	63,334
Rates	3,089	3,231
Staff training and welfare	14,383	25,069
Recruitment	-	1,655
Utilities	2,187	10,370
Advertising, publicity, marketing and exhibition costs	13,883	57,704
Publications and design	17,209	57,687
Vehicle expenses	11,422	11,675
Catering	373	1,810
Cleaning	5,047	6,002
Computer expenses	60,016	15,595
Insurance	8,112	5,538
Postage and stationery	5,656	26,664
Photocopier	3,199	6,550
Repairs	9,383	12,279
Storage	5,476	2,985
Telephone	14,824	18,607
Meeting costs	529	23,652
Project development	25,168	28,113
Bank charges	15,064	17,226
Licences	14,700	13,478
Subscriptions	4,758	5,539
Sundry expenses	1,959	3,608
Depreciation	11,755	35,752
Amortisation	41,167	34,393
Professional fees	-	8,673
Governance (note 6b)	22,272	30,034
	<u>387,221</u>	<u>527,222</u>

**6b. GOVERNANCE COSTS**

	31.03.21	31.03.20
Auditor's remuneration	7,491	6,750
Auditor's remuneration – previous years	-	6,897
Auditor's remuneration – non audit services	2,772	1,700
Freelance costs	800	1,200
Professional fees	2,548	1,355
Trustee insurance	-	2,353
Other	8,661	9,779
	<u>22,272</u>	<u>30,034</u>

Notes to the Financial Statements - continued  
for the Year Ended 31 March 2021

**7. NET EXPENDITURE FOR THE YEAR**

This is stated after charging:

	31.3.21	31.3.20
	£	£
Depreciation - owned assets	11,755	35,752
Amortisation	41,167	34,393
Auditors' remuneration	10,263	15,347
Other operating leases	<u>54,965</u>	<u>59,590</u>

**8. STAFF COSTS**

	31.3.21	31.3.20
	£	£
Wages and salaries	1,127,192	1,081,315
Social security costs	98,521	94,324
Other pension costs	52,169	49,142
Redundancy	<u>1,544</u>	<u>-</u>
	<u>1,279,426</u>	<u>1,224,781</u>

The average monthly number of employees, by headcount, during the year was as follows:

	31.3.21	31.3.20
Consultancy	7	6
Disclosures and helpline	11	12
Training	4	4
Support	<u>16</u>	<u>17</u>
	<u>38</u>	<u>39</u>

The number of employees who received emoluments in excess of £60,000 was as follows:

	31.3.21	31.3.20
£60,000 - £70,000	1	1

The total amount of employee benefits received by the key management personnel including employer's pension and national insurance contributions is £138,094 (2020 - £138,652).

Notes to the Financial Statements - continued  
for the Year Ended 31 March 2021

**9. TRUSTEES' REMUNERATION AND REIMBURSED EXPENSES**

The following transactions took place in the year:

No Trustees received remuneration during the year (2020 : none). No Trustees received reimbursement of expenses during the year (2020 – Five Trustees - £794)

Trustees indemnity insurance was taken out during the year but as part of a larger combined policy and the cost relating to this policy is not separately identifiable. (2020 - £2,353).

**10. INTANGIBLE FIXED ASSET**

	Software & Website Development £
<b>COST</b>	
At 1 April 2020	212,171
Additions	3,994
Reclassification	(11,950)
	<hr/>
At 31 March 2021	204,215
	<hr/>
<b>AMORTISATION</b>	
At 1 April 2020	64,217
Charge for year	41,167
Reclassification	(4,780)
	<hr/>
At 31 March 2021	100,604
	<hr/>
<b>NET BOOK VALUE</b>	
At 31 March 2021	103,611
	<hr/> <hr/>
At 31 March 2020	147,954
	<hr/> <hr/>

Thirtyone:Eight

Notes to the Financial Statements - continued  
for the Year Ended 31 March 2021

**11. TANGIBLE FIXED ASSETS**

	Fixtures and fittings £	Motor vehicles £	Total £
<b>COST</b>			
At 1 April 2020	131,939	33,160	165,099
Additions	1,218	-	1,218
At 31 March 2021	<u>133,157</u>	<u>33,160</u>	<u>166,317</u>
<b>DEPRECIATION</b>			
At 1 April 2020	120,655	18,723	139,378
Charge for year	3,465	8,290	11,755
At 31 March 2021	<u>124,120</u>	<u>27,013</u>	<u>151,133</u>
<b>NET BOOK VALUE</b>			
At 31 March 2021	<u>9,037</u>	<u>6,147</u>	<u>15,184</u>
At 31 March 2020	<u>11,284</u>	<u>14,437</u>	<u>25,721</u>

Notes to the Financial Statements - continued  
for the Year Ended 31 March 2021

**12. FIXED ASSET INVESTMENTS**

	Cash	Listed	2021	2020
		Investments	Total	Total
	£	£	£	£
At 1 April 2020	15,232	813,163	828,395	1,200,914
Additions	-	534,254	534,254	59,802
Disposals	-	(345,176)	(345,176)	(314,075)
Movement in cash balance	1,992	-	1,992	(7,526)
Revaluations	-	213,322	213,322	(110,720)
	<u>17,224</u>	<u>1,215,563</u>	<u>1,232,787</u>	<u>828,395</u>
Historical cost		<u>1,031,736</u>		<u>728,720</u>
		31.3.21	31.3.20	
		£	£	
Fixed interest		171,459	159,724	
Equities		408,138	260,287	
Overseas Equities		454,095	274,627	
Alternatives		181,871	118,522	
Cash		<u>17,224</u>	<u>15,232</u>	
		<u>1,232,787</u>	<u>828,395</u>	

The charity held the following material investments (in excess of 5% of valuation)

	31.3.21	31.3.20
	£	£
Epworth Affirmative Funds	18,596	47,826
Capital International Management	75,180	49,630
Vanguard Investments	-	78,134
Charities Property Fund	31,042	35,687
UBS EFT	103,775	-
Henderson Global Investors	<u>53,220</u>	<u>40,626</u>

Notes to the Financial Statements - continued  
for the Year Ended 31 March 2021

**13. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	31.3.21	31.3.20
	£	£
Trade debtors	129,745	105,491
Other debtors	-	689
Prepayments and accrued income	<u>65,320</u>	<u>48,829</u>
	<u>195,065</u>	<u>155,009</u>

**14. CURRENT ASSET INVESTMENTS**

Current asset investments represents the charity's freehold property which was on the market for sale.

	31.3.21	31.3.20
	£	£
As at 1 April 2020	245,317	-
Disposals	(245,317)	-
Transferred from fixed assets	<u>-</u>	<u>245,317</u>
As at 31 March 2021	<u>-</u>	<u>245,317</u>

**15. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	31.3.21	31.3.20
	£	£
Trade creditors	99,147	67,145
Other taxes and social security	46,405	55,496
Other creditors	8,421	8,098
Accruals	<u>21,866</u>	<u>27,078</u>
	<u>175,839</u>	<u>157,817</u>

Notes to the Financial Statements - continued  
for the Year Ended 31 March 2021

**16 DEFINED CONTRIBUTION PENSION SCHEME**

The charity operates a defined contribution pension scheme. The pension cost charge for the period represents contributions payable by the charity to the scheme and amounted to £52,169 (2020 - £49,142).

At 31 March 2021 there were unpaid contributions amounting to £8,421 (2020: £8,098)

**17. DESIGNATED FUNDS**

<b>Current year</b>	At 1.4.20	New designation	Designation released	At 31.3.21
	£	£	£	£
<b>Designated fund</b>				
Fixed assets	<u>173,675</u>	<u>-</u>	<u>(54,880)</u>	<u>118,795</u>

The fixed asset fund relates to funds held in intangible and tangible fixed assets, that are not available for charitable expenditure.

**Prior year**

	At 1.4.19	New designation	Designation released	At 31.3.20
	£	£	£	£
<b>Designated fund</b>				
Fixed assets	<u>412,816</u>	<u>-</u>	<u>(239,141)</u>	<u>173,675</u>

**18. MEMBERS' LIABILITY**

The charity is a private company limited by guarantee and consequently does not have share capital. Each of the members is liable to contribute an amount not exceeding £1 towards the assets of the charity in the event of liquidation.

Notes to the Financial Statements - continued  
for the Year Ended 31 March 2021

**19. RECONCILIATION OF NET INCOME/(EXPENDITURE) TO NET CASH FLOW FROM OPERATING ACTIVITIES**

	31.3.21	31.3.20
	£	£
<b>Net expenditure for the reporting period (as per the statement of financial activities)</b>	(123,359)	(269,893)
<b>Adjustments for:</b>		
Depreciation charges	11,755	35,752
Amortisation	41,167	34,393
Gain on sale of fixed asset investment	245,478	-
Reclassification of intangible assets	5,017	-
Investment income	(22,665)	(30,592)
(Increase)/decrease in debtors	(40,056)	14,717
Increase in creditors	<u>18,022</u>	<u>48,111</u>
<b>Net cash provided by used in operating activities</b>	<u>135,359</u>	<u>(167,512)</u>

**20. LEASING AGREEMENTS**

Minimum lease payments under non-cancellable operating leases fall due as follows:

	31.3.21	31.3.20
	£	£
<b>Land and buildings</b>		
Within one year	76,816	54,965
Between one and five years	260,938	184,142
In more than five years	<u>132,600</u>	<u>3,880</u>
	<u>470,354</u>	<u>242,987</u>

**21. RELATED PARTY DISCLOSURES**

There were no related party transactions during the current or preceding year.

**22. COVID-19**

The directors have assessed the operational and financial impact on the charity, in respect of COVID-19 in the Strategic Report on pages 10 and 12 and in the going concern statement at note 1.14.

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