



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

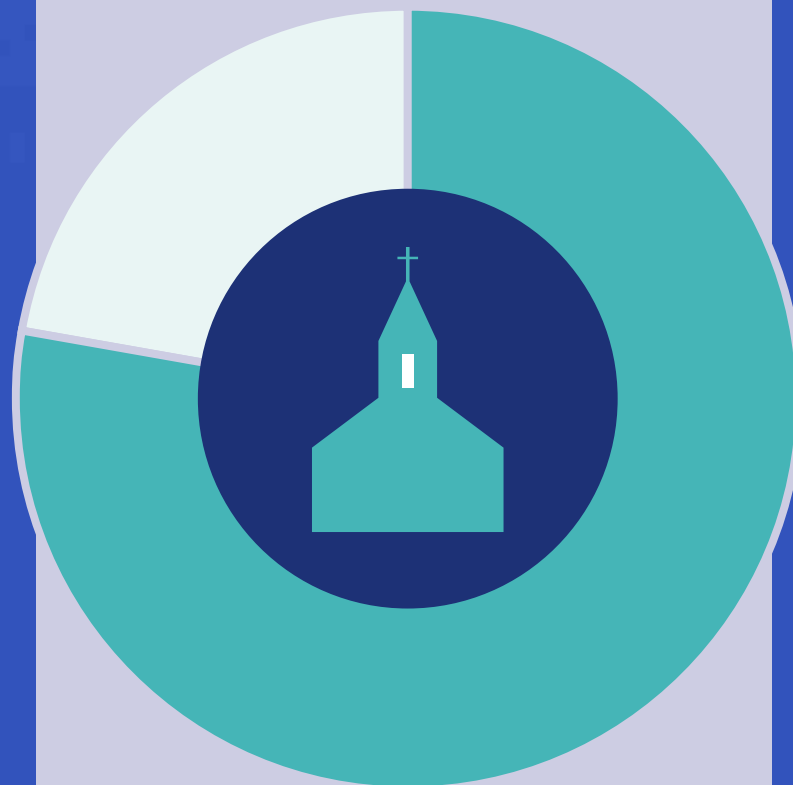


78%

of safeguarding leads
felt their local church/
Christian organisation
understood their role

20%

had felt overwhelmed in
their safeguarding role



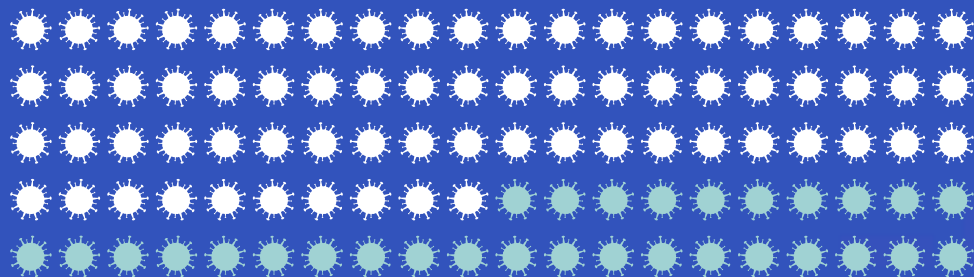


39%

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



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 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 to 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 became 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 25th November 2021 and signed on its behalf by:

A handwritten signature in cursive script, appearing to read "Bridget N. Robb".

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

Statement of Financial Activities
(Incorporating an Income and Expenditure Account)
for the Year Ended 31 March 2021

		Unrestricted funds	
		31.3.21	31.3.20
		£	£
	Notes		
INCOME AND ENDOWMENTS FROM			
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>
Total		2,258,574	2,380,573
EXPENDITURE ON			
Raising funds	6	6,543	6,995
Charitable activities	6		
Consultancy		436,583	328,065
Disclosures and helpline		1,678,569	1,972,700
Training		260,034	334,272
Other trading activities	6	<u>204</u>	<u>8,434</u>
Total	6	2,381,933	2,650,466
NET EXPENDITURE BEFORE GAINS AND LOSSES		(123,359)	(269,893)
Other recognised gains/(losses)			
Gains/(losses) on revaluation of investments	12	<u>213,322</u>	<u>(110,720)</u>
Net movement in funds		89,963	(380,613)
RECONCILIATION OF FUNDS			
Total funds brought forward	24	<u>1,517,469</u>	<u>1,898,082</u>
TOTAL FUNDS CARRIED FORWARD		<u>1,607,432</u>	<u>1,517,469</u>

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 £
FIXED ASSETS			
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
CURRENT ASSETS			
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
CREDITORS			
Amounts falling due within one year	15	(175,839)	(157,817)
		<u>255,850</u>	<u>515,399</u>
NET CURRENT ASSETS			
		<u>1,607,432</u>	<u>1,517,469</u>
NET ASSETS			
FUNDS			
Unrestricted funds		1,488,637	1,343,794
Designated funds	17	<u>118,795</u>	<u>173,675</u>
TOTAL FUNDS		<u>1,607,432</u>	<u>1,517,469</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 25th November 2021 and were signed on its behalf by:



.....
Bridget Robb
Interim Chair

Cash Flow Statement
for the Year Ended 31 March 2021

	Notes	31.3.21 £	31.3.20 £
Cash flows from operating activities:			
Cash generated from operations	19	<u>135,359</u>	<u>(167,512)</u>
Net cash flow from operating activities		<u>135,359</u>	<u>(167,512)</u>
Cash flows from investing activities:			
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>
Net cash provided by investing activities		<u>(171,625)</u>	<u>216,070</u>
Change in cash and cash equivalents in the reporting period		(36,266)	48,558
Cash and cash equivalents at the beginning of the reporting period		<u>272,890</u>	<u>224,332</u>
Cash and cash equivalents at the end of the reporting period		<u>236,624</u>	<u>272,890</u>

Notes to the Financial Statements
for the Year Ended 31 March 2021

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

Notes to the Financial Statements
for the Year Ended 31 March 2021

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	3,481	7,537
	<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
Raising funds	-	6,543	-	6,543	6,995
Charitable expenditure					
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>
Other trading activities					
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
£

COST

At 1 April 2020	212,171
Additions	3,994
Reclassification	(11,950)
	<hr/>
At 31 March 2021	204,215
	<hr/>

AMORTISATION

At 1 April 2020	64,217
Charge for year	41,167
Reclassification	(4,780)
	<hr/>
At 31 March 2021	100,604
	<hr/>

NET BOOK VALUE

At 31 March 2021	103,611
	<hr/>
At 31 March 2020	147,954
	<hr/>

Notes to the Financial Statements - continued
for the Year Ended 31 March 2021

11. TANGIBLE FIXED ASSETS

	Fixtures and fittings £	Motor vehicles £	Total £
COST			
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>
DEPRECIATION			
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>
NET BOOK VALUE			
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

Current year	At 1.4.20	New designation	Designation released	At 31.3.21
	£	£	£	£
Designated fund				
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
	£	£	£	£
Designated fund				
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
	£	£
Net expenditure for the reporting period (as per the statement of financial activities)	(123,359)	(269,893)
Adjustments for:		
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>
Net cash provided by used in operating activities	<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
	£	£
Land and buildings		
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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